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**ABSTRACT**

This report describes job training and placement programs offered by the United Steelworkers of America (USWA) for members dislocated by plant closings and job reductions. The first part of the booklet provides general information about the Steelworkers' worker assistance programs, including program summary, program principles, the comprehensive assistance center model, the project development process, the history and chronology of the union's approach, internal governance, union initiatives to develop its dislocated worker programs, and policy advocacy issues. The second part of the booklet is a directory of assistance programs for unemployed steelworkers operating in the various union districts. Each program description includes the director's name, local union number, steel company, center name and location, target population, dates of operation, Private Industry Council or other agencies involved, current status, funding and resources, project contact, USWA liaisons, USWA contact, program description, and program results. (KC)

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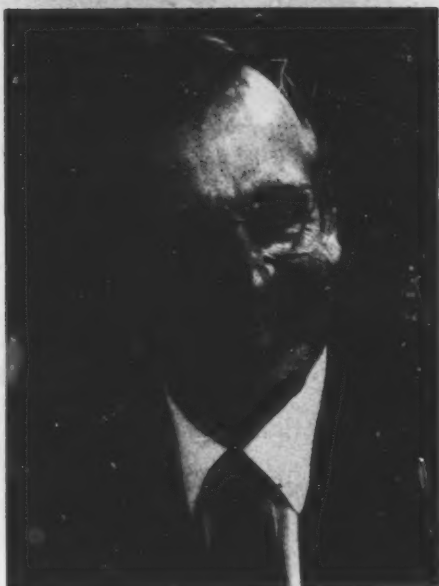
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# **RESPONDING TO ECONOMIC DISLOCATION**

**Assistance Programs for Unemployed Steelworkers  
and  
A Directory of District  
Programs**

**Prepared by  
the International Headquarters Task Force  
for  
Dislocated Worker Program Development  
1986**

**Presented to the 23rd Constitutional  
Convention of the United Steelworkers  
of America**



## *'The bottom line is jobs...meaningful jobs and work with a future'*

by Lynn Williams  
International President  
United Steelworkers of America

In the past eighteen months, I have traveled to virtually every area of the United States where the depression in our basic industries has adversely affected our members. I have seen the negative effects of plant shutdowns and the consequences of dislocation. I have also been heartened by the response of our membership to these critical times.

In community after community, from the steel belt in Pennsylvania to Illinois, on the iron range in Minnesota and in the copper fields in Arizona, I have found a tremendous response, not only of good will, but of talent and enterprise among our membership to meet those challenges associated with unemployment and structural job loss. Both working and unemployed members have responded to the call by establishing food banks and other emergency support services, assisting in developing reemployment centers, and in liaison work with the community social service agencies which have always been supported by our membership.

The bottom line, however, is jobs. And meaningful jobs and work with a future. The displacement of jobs in the traditional manufacturing industries, where most of our unemployed members worked, presents the greatest challenge to our union, as well as to our nation as a whole. All citizens suffer in a community when large-scale workforce reductions occur. The tax base erodes, shrinking social service and training funds at a time when they are most needed. Communities literally cannot afford to lose the industries that support good-paying jobs and with it the skilled workers employed in those occupations.

Our union is also working at other levels to meet the challenges of these times. We have activated our legislative committees on both state-wide and district levels to lobby for the expansion of other human services to the unemployed. At the federal level, we have urged the Congress to increase funding for the Job Training Partnership Act which provides the funds and the structure for transition services and retraining for the displaced. We continue to support funding extensions for the Trade Adjustment Assistance Act which also provides retraining, relocation and income extensions for workers whose jobs are eliminated by imports.

Although our union will continue to advocate for these individual programs which provide for some relief from the pain of dislocation, these programs do not attack the pervasive issues facing our country. The erosion of our industrial base continues; steel imports are increasing despite the quotas, and the income gap for middle America widens. The manufacturing jobs that moved workers up the income ladder are being lost to foreign competition and in its place, more often than not, are minimum wage jobs in the service sector.

All of this points up the fact that our national leadership emanating from the Reagan White House continues to pursue a policy which discourages employment, equality and self-sufficiency. The erosion of our standard of living for much of the population must be surfaced as a national issue; a sound industrial policy must be the next immediate order of business at the highest levels of government—an industrial policy which encourages growth, creates jobs and maintains this country's preeminence in the manufacturing and the basic industries.

We must now ensure that all who want to work can do so, in jobs which offer security as well as opportunity. We must continue to pursue all vehicles which offer reemployment and retraining opportunities for our unemployed. This report outlines the total efforts of our union and our plans for the expansion of those efforts; but in particular it describes our steelworker assistance programs which enable our unemployed to be job ready when preparation meets up with opportunity.

**Lynn R. Williams**  
**International President**

# To provide human and support services



Our human resources are our most precious asset. Yet few experiences have a more profound impact upon an individual than the denial of the right to work and earn a living. Layoffs and plant closings have taken their toll of those, who, through no fault of their own, have had to give up their jobs, and with it their community of fellow workers and friends, to say nothing of their income and benefits.

Where plant closures have occurred, the immediate impact on workers and local communities has invariably been adverse. This has been illustrated by a succession of sociological, socio-economic and community studies which demonstrate that job displacement frequently leads to family stress, damage to physical and mental health and sometimes even suicide. The circum-

stances surrounding job loss through a plant closure or mass layoff has a devastating effect on the human spirit. Individuals often experience long periods of grief similar to the death of a loved one, exemplified by periods of anxiety, lethargy, concern for their families and feelings of loss of self-respect.

And a disproportionate number of workers laid off due to a plant closure suffer permanent income loss, downward occupational mobility, chronic unemployment and premature retirement. Plant closings are most difficult for our older members who are not quite ready for retirement. For these it is most difficult to find work, and for whom securing a new career through a return to school is most difficult. But few of these can afford not to work for fear of losing medical and other important benefits.

Plant closings also have indirect impacts. Other workers and businesses in a local community and in related industries are often affected by the "ripple effects" of the closure, causing lost purchases and revenues. Often these employees, too, become victims of a layoff. Moreover, community tax revenues are lost and local governments face increased demands for social and public services at a time when they can least afford to provide them.

At the national level, the cost of unemployment is truly significant. The real waste of human and material resources is demonstrated by the fact that for every 1% of unemployment, America loses at least \$100 billion in unproduced goods and services, and the federal treasury loses \$30 billion in lost tax revenues and extra welfare and unemployment compensation benefits.

That is why the USWA is devoting its energies, time and full support to develop the most effective human services for its jobless members. And this is also why we are actively promoting the social and economic legislation designed to deal with the effects as well as the causes of worker and economic dislocation.

This report describes how we are working at all levels to provide, and advocate for, those human and support services so critical to the survival of our unemployed membership.

**6** **Leon Lynch**  
**International Vice President**  
**Human Affairs**

# *For training, counseling and placement*



When we negotiated the 1983 agreement with the basic steel companies, we had the foresight to insist that companies acknowledge their social responsibility to our unemployed members, should the steel crisis deepen. The language stated, in part, that, "... company and international union representatives shall meet to determine whether appropriate federal, state, or local government funds are available to establish an employee training, counseling, and placement assistance program for that facility."

The result of that agreement has been the establishment of steelworker assistance centers across the country. These centers are operated jointly by the company and the USWA, with resources and funding secured through Title III of the Job Training Part-

nership Act and matched with company funds and other resources. To date, the USWA has participated in the establishment of nearly fifty programs which service our unemployed.

In addition, our members, along with laid-off steelworkers, give of their time and energies to assist with all the planning and administrative activities necessary to operate the centers. Increasingly, steelworkers direct the center, or act as counselors or union liaisons.

Building upon the earlier agreement, this year we are negotiating with each major steel company for a commitment of funds, to be jointly administered, which will be used to continue those services which we have found to be so beneficial to our unemployed members. We also know that these programs are most effective if assistance is offered when workers need it most, at the time of the termination or layoffs occurs.

But dollars and cents cannot account for all the costs associated with a plant closing. It is not possible to put a monetary value on the self-esteem a man or woman loses along with the job which has sustained the family. No entry in a ledger book can account for the psychological and medical costs when a career ends or a family is divided. And no figure can account for a community's loss when an employer shuts his doors for the last time.

On behalf of, and in cooperation with, the International Headquarters Task Force on Dislocated Worker Program Development, I can assure you that we will continue to improve our services and broaden the scope of our program to increase its effectiveness.

But we cannot do the job alone. Our unemployed must participate fully in the process and avail themselves of the services being offered, whether it be to learn the techniques to help themselves through the job finding process or to enter a retraining program to learn new skills, this challenge will continue to require trust and hard work on the part of everyone.

**John. T. Smith**  
**Assistant to the President**

# TABLE OF CONTENTS

|                                                                                               |    |
|-----------------------------------------------------------------------------------------------|----|
| Introduction and Program Summary                                                              | 8  |
| Program Principles                                                                            | 10 |
| Comprehensive Assistance Center Model                                                         | 14 |
| Project Development Process                                                                   | 18 |
| History and Chronology of the USWA Approach                                                   | 21 |
| Internal Governance                                                                           | 23 |
| USWA Initiatives to Further Develop its Dislocated Worker Programs                            | 26 |
| Policy Advocacy Issues                                                                        | 28 |
| A Directory of Assistance Programs for Unemployed Steelworkers<br>Operating in USWA Districts | 30 |



# **RESPONDING TO ECONOMIC DISLOCATION**

**A Report on the United Steelworkers of  
America  
Worker Assistance  
Programs  
and  
A Directory of District Programs**

**1986**



# INTRODUCTION AND PROGRAM SUMMARY

Since 1980, Americans have witnessed a phenomenon unprecedented in U. S. history: that of over a million workers losing their jobs through no fault of their own. The majority of these workers are individuals who went to work out of high school, or even before they finished high school—individuals who took jobs as the great American manufacturing machine was gearing up and needed workers, fit and able to work, and at a time when labor unions had fought to gain legitimacy and acceptance as an integral part of the American workplace. The character of these individuals included a strong work ethic—an honest day's work and loyalty to company and union.

Within this milieu came a host of expectations, which is a part of the American Dream, including the right to work in accordance with a normal work pattern, receive their paycheck and retirement after a lifetime of work. For some, this dream meant that the job they were doing was not necessarily the cleanest, or the most skilled—working in the heat of a mill or underground in a mine—but the job meant stability, comradeship, community and security. For many, however, the dream was shattered before they were able to reap the harvest of a life's work, a secure retirement, with skills not applicable to changing technologies.

Steelworkers, unfortunately, have been impacted more directly than those in any other industry—over 250,000 steelworkers have lost their jobs permanently since 1980. Thus, our members have repeatedly witnessed the pain, the disbelief, the loss of individual self-esteem, the psychological and medical toll, and the grieving, not only for the job, but for the routine, the way of life, the community, the union solidarity and more. We know that losing a job permanently after working at the same plant 15 or 20 years is a devastating, traumatic experience and one which colors life for years after the lock on the plant gate has rusted away.

The United Steelworkers of America has worked over the past several years to develop a positive approach to help ease the trauma experienced by these unemployed steelworkers. Specifically, we have spearheaded a nationwide initiative, described in this report, that represents a concrete, effective response to the difficulties posed by worker terminations.

The key elements of the USWA's total approach are:

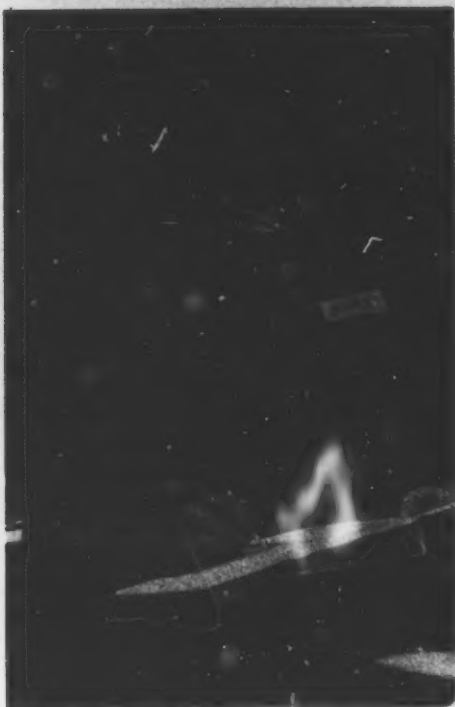
- The guidance and oversight provided by the International Task Force on Dislocated Worker Program Development.
- Established union-wide principles and policies for dealing with worker dislocation.
- Enabling language in negotiated labor agreements with companies calling for specific commitments from companies as well as the union to work with state and community organizations to support transition assistance for terminated members.
- The comprehensive model for reemployment, retraining and emergency service provision.
- The efforts to intervene and assist before workers become unemployed.
- The ongoing work with companies, public agencies and funding sources to support dislocated worker projects through USWA staffing, model development, technical assistance, grantsmanship assistance and oversight.
- USWA policy advocacy at the federal and state levels to provide maximum support for dislocated workers.

- The ongoing effort to secure maximum Trade Adjustment Assistance benefits and training resources on behalf of its members.
- The ongoing efforts to provide emergency services to workers in areas that have been especially hard hit by economic dislocation.

This approach already has produced impressive results: to date, over 17,000 steelworkers have been enrolled in over fifty comprehensive centers providing job search and retraining; about 7500 are still active participants or are to be enrolled in new or extended programs. Of the 13,000 who have completed center services, over 7,200 have been placed in jobs to date. An estimated 4,000 workers have completed or are currently completing classroom training or OJT. In addition, new programs have been started which are funded to serve more than seventy five hundred additional steelworkers over the next program year. In total, over thirty three million dollars of JTPA Title III grants have been secured on behalf of dislocated USW members, supplemented with companies contributing over six million in cash. Companies have also contributed substantial in-kind resources consisting of staff time, committee work, equipment and facilities.

In recent collective bargaining negotiations, the USWA has obtained agreements with several major steel companies to provide funds, to be jointly administered, to support future dislocated steelworker training and adjustment programs. For the life of the three year contract, this amounts to approximately eleven million dollars. This total approach has been recognized as an important contribution, not only to the unemployed steelworkers, but in national public policy discussions in which our union has been cited as a model for other unions to emulate.





## **PROGRAM PRINCIPLES**

The following guiding principles have evolved over a period of several years based on the experience our union has gained working with over fifty worker assistance programs across the country since 1980. As described elsewhere in this report, the basic approach of working jointly with the company to seek outside support for worker job search and retaining assistance was formalized in the 1983 master agreement. Building on this foundation, and drawing on the best national experience in the dislocated worker field, the USWA, two years ago, developed a complete worker assistance program model, incorporating an earlier version of the principles listed below. Since that time, program evaluations and reviews by the USWA and others have validated the USWA approach as an extremely effective means of helping workers make the transition to a new job.

### **PRINCIPLE 1: TRI-PARTITE (USWA/COMPANY/COMMUNITY) APPROACH**

The USWA's experience indicates that success is significantly enhanced when our union, at all levels, the company (at the corporate and plant levels) and community service agencies all play a key role in planning and implementing assistance. Labor-management involvement throughout planning and implementation is considered especially crucial to success. Studies conducted by the U.S. Department of Labor, the Office of Technology Assessment (of the U.S. Congress), and the General Accounting Office as well as experience in other countries such as Canada confirm our experience by showing a consistent correlation between success and in-depth labor/management involvement. Some reasons which account for the success of this approach include:

- Joint labor/management sponsorship helps workers feel "ownership" in the program. The company-union approach demonstrates that the program has been established expressly for them.
- USWA and company personnel know the workers personally, understand their situation and problems, and talk their language.
- The union local and the company provide the best ongoing communications network for keeping in contact with workers and organizing worker outreach.
- When playing a central role, companies and the union have opportunities to contribute more resources and staff time to the effort, thus leveraging more out of scarce public funds and increasing the amount of individual attention and services that can be offered to workers.
- A plant-based labor/management sponsored program, unlike an agency-based program, has no other long-term agenda, no other programs and no other constituencies to cope with. Full attention is focused on the needs of the affected workers.

The USWA has formalized the tri-partite sponsorship of worker assistance in its programs by establishing joint decision making processes to guide planning and program operations. At the international-corporate (or company division) level, joint labor-management oversight is carried out first by a representative of international headquarters and an appropriate corporate representative. At the local level, oversight typically is carried out by a small committee usually consisting of one district representative and two local representatives and three company representatives. Often, a community advisory task force also is established to provide guidance and help access support and resources to help unemployed steelworkers.

## Program Variations

At the same time, the USWA recognizes that a plant-based approach involving the company is not always feasible. Where many workers in one industry are already out of work, or where the company is not supportive, union-based or community-based approaches may become necessary. In other cases, such as with a statewide initiative to assist steelworkers, varying degrees of company support may be obtained at different locations. In such instances, the union has demonstrated flexibility in adapting its approach to circumstances. In each case, however, the USWA has participated in planning and has maintained ongoing contact with the program in order to assure equitable, comprehensive, high quality services for all members.





Ideally, the union intervention is in the form of being represented on steering committees and task forces and, frequently, by having union personnel staff and even administer the program. Furthermore, to the extent possible, the USWA always strives for the maximum involvement of all parties—including the company and the community—in order to draw on the maximum range of resources available to help workers make the transition to a new job.

## **PRINCIPLE 2: EQUITABLE ASSISTANCE FOR ALL AFFECTED EMPLOYEES**

A fundamental reason for adopting a systematic approach to worker assistance is to assure that *all* members facing job loss, regardless of occupation, employer or locale (including retirees or potential retirees), receive equitable treatment and high quality services. The USWA stresses that the call for equitable services must include workers already laid-off at the time of the official plant closing (or termination) announcement. (Frequently, more than half the workers terminated in plant closing situations were already on layoff, some already having exhausted their benefits, when the announcement was made.)

Likewise, where other unions are represented in the same plant, the USWA supports equitable assistance for their members as well. We also stress that, where a large plant closing or layoff has a major impact on a community, services should be offered to individuals directly affected, e.g. family members, suppliers, individuals affected by cutbacks in retailing/services and other community residents.

## **PRINCIPLE 3: PRIOR NOTIFICATION AND EARLY INTERVENTION**

Studies have demonstrated conclusively that pre-layoff notification and intervention is crucial to obtaining maximum effectiveness in worker adjustment, especially in terms of worker participation in assistance programs. Since 1983, the steel industry Basic Labor Agreement has provided a legal framework for prior notification of plant or departmental closures: Ninety days notice of a plant or departmental closure must be given, with a thirty day period reserved for the USWA to review and propose alternatives to closure.

Of concern to the USWA is that this framework has not guaranteed advance notice of plant closures to workers. In many instances, official notice of intent to close permanently has occurred only after a facility has been shut down

operationally. The impact frequently is that fully 80% of the laid-off workers have exhausted their Unemployment Insurance benefits when the plant closing announcement is made. We recognize and anticipate, therefore, that certain worker layoffs are, in effect, terminations. The U.S. Department of Labor also has recognized this situation by approving certain steelworkers for JTPA Title III Dislocated Worker Assistance eligibility even though they were only on layoff without notice of official termination. An important part of the assistance model, therefore, is to identify these situations as quickly as possible and encourage the workers involved to begin their transition to a new job or retraining immediately. At the same time, the USWA stresses that genuine advance notification of worker terminations is a crucial element of an effective tri-partite approach to economic adjustment. Thus, we are working to address the issue of advance notification in its collective bargaining and policy advocacy activities.

#### **PRINCIPLE 4: PREPAREDNESS AND EARLY PLANNING**

A recent study performed on contract with the U.S. Congress Office of Technology Assessment cites preparedness and early planning as crucial factors in enhancing the effectiveness of worker assistance programs. A key reason for developing the program model and stressing advance notice and early intervention is to help districts and locals, as well as the companies involved, to be prepared ahead of time to intervene as quickly and effectively as possible when dislocations occur. The USWA also is engaging in educational programs and research efforts designed to increase its level of preparedness and educate companies and communities regarding the options for effective worker assistance in conjunction with the union and the communities involved. The USWA, in fact, frequently comes to a community (sometimes working jointly with the company involved) to educate the community and participating agencies regarding tri-partite program options and spearhead an initiative to help catalyze an appropriate community response.

#### **PRINCIPLE 5: COMPREHENSIVE, INTENSIVE SERVICES FOR AFFECTED WORKERS**

The USWA's experience demonstrates that assistance to laid-off workers is most effective when company, union and community resources are coordinated in a comprehensive and intensive program. We strive to initiate assistance before layoffs begin and continue for a significant period after the layoff. Services usually are provided at a central location or at multiple convenient locations where affected workers reside over a large area. The "assistance center," for example, is often coordinated out of a company site if the company offers use of good space and equipment but union halls are often used successfully as well. While experience indicates that the most successful programs offer as many services as possible at the center site, this is not always possible due to the multiplicity of training and employment agencies in a given area. In these instances, the union stresses centralized management and oversight of the entire effort and can train local representatives to refer unemployed workers to appropriate agencies.

The following section explains the service delivery aspects of the assistance center approach in more detail.

# THE COMPREHENSIVE ASSISTANCE CENTER MODEL

The guiding principles described in this report outline the basic tripartite nature of the USWA's approach to dislocated worker assistance. In addition, we have learned much over the past several years about the specifics of what works and what does not in terms of service delivery. These lessons have been incorporated into the program model, major elements of which are summarized below. The implementation of the model allows for considerable flexibility in adapting to local circumstances. Therefore, variations in the implementation of the model also are presented. Elements which have contributed most to success are emphasized.

## COMPREHENSIVE RANGE OF SERVICES:

To maximize effectiveness, the USWA urges a comprehensive range of services including:

- **Ongoing Outreach and Recruitment:** To maximize worker participation in the assistance program and provide ongoing moral support to workers during their job search. Unemployed workers often need encouragement and support for successful job search, especially in high unemployment areas where jobs are scarce and job search requires substantial persistence. Peer Counseling and outreach/recruitment efforts generally are integrated into the overall center program and have been especially successful in providing a vital link between the unemployed worker and transition services.
- **"Self-Help" Re-employment Assistance:** To facilitate each worker's individual job search. Services include skills assessment, job search instruction, job clubs where appropriate, telephone/work stations, a resource library, job postings and individual counseling.



- **Direct Job Placement Assistance:** Including job development, job placement information and counseling, coordination with local employment and training agencies and relocation assistance, when required.
- **Education and Retraining:** To help workers acquire basic skills, when necessary, and obtain the specific skills to transition to new occupations. Basic education, GED Certification, classroom vocational training, and on-the-job training (OJT), are made available through a center program.
- **Services to Offset the Impact of Transition:** Including individual personal and financial counseling, stress counseling, referrals to social services, and special emergency service programs in highly impacted areas such as food banks and emergency medical services.

## **CENTRALIZED, COORDINATED CENTER MANAGEMENT:**

Programs that achieve "comprehensiveness" by patching together different services without a clearly centralized management structure are not successful. A center director must be clearly in charge of all staff and services and must have management systems in place to track progress and make adjustments accordingly.

## **CULTIVATING WORKER "OWNERSHIP" IN THE PROGRAM:**

The USWA sees this as one of its key roles in the worker assistance process. Ongoing communication and promotion of the assistance program, starting early in the planning process, is accomplished via the Peer Counseling program, its outreach-recruitment efforts and the critical roles that USWA districts and locals play generally in communicating with their members. Cultivating a sense of worker ownership is also a key reason the union resists having workers merely referred to a generally agency-based center. Where possible, a separate center is established at the plant site or union hall. Targeting the program specifically to the plant population contributes to worker acceptance and trust. When this is not possible, the union strives to remain directly involved by having a peer counselor or other Steelworker representative involved in staffing the program to assure that personalized, high quality services are available to members and to assure ongoing linkage with the union.

## **CONTINUED CENTER OPERATIONS/PERSISTENT WORKER RECRUITING AND TRACKING:**

Study findings and the USWA's experience clearly suggest that continuing center operations for a year or more following the closing is important to success. High participation rates have been achieved only when workers have been recruited and tracked persistently over a long period. This is necessary, first of all, for getting most workers enrolled in the program. Secondly, once workers become center participants, it is important to offer assistance for a period afterward. Intensive counseling often only begins after workers have been rejected by employers and become frustrated. It is at this point that workers most need follow-up support, encouragement and guidance. Individuals completing retraining also may need job search assistance when they complete the training. Thus, while many programs are funded by agency grants for one year at a time, the USWA has supported and received program extensions for dozens of center programs.

## **INDIVIDUAL COUNSELING AND ATTENTION:**

While job search workshops, job clubs and other group-oriented activities are central to an assistance center's services, staff have reported consistently that worker morale and job search skills are boosted by ongoing individualized counseling and attention. Individual counseling is especially effective when the counselor involved has worked at the same plant and is personally acquainted with the individual.

## **USWA STAFFING:**

USWA peer counselors/union liaisons play a central role in center operations by: 1) providing workers with the kind of individualized attention that is most effective in enhancing job search and adjustment to job loss; 2) giving the project credibility, especially during the early phases of the project when outreach and recruitment is particularly crucial; 3) bringing the union perspective to the program on a continuing basis; 4) providing an ongoing link between the program, the worker and the union. These individuals are recommended for their positions by the District Director and approved by the International President, Lynn Williams. They receive an annualized wage of between seventeen and twenty four thousand dollars, including fringe benefits. They are paid by the International which is then reimbursed through Title III funds allocated for the project or by the company involved.

In addition to the liaisons/peer counselors, which have become a standard part of assistance programs for steelworkers, members increasingly are functioning as center operators and program directors, a strong credit to the expertise gained by the union in the worker assistance field.

## **EMPHASIS ON BASIC AND REMEDIAL EDUCATION:**

A lack of basic educational skills can be a barrier to both reemployment and eligibility for occupational training, and is also seen by counselors as contributing to a lack of self-esteem on the part of some workers. A number of centers report that basic and remedial education is one of the most successful and important services offered.

## **PROVIDING EMERGENCY AND HUMANITARIAN ASSISTANCE IN HIGHLY IMPACTED AREAS:**

In economically depressed areas where there is a high concentration of unemployed steelworkers, mere survival is a critical issue for many. The USWA has worked closely with churches, community organizations, non-profit groups, service providers and others to organize emergency and humanitarian assistance to dislocated steelworkers and their families. Responding to the need to coordinate various food bank programs in the Pittsburgh area, for example, the Pittsburgh Area Food Assistance Board was formed in 1982 with the assistance of the USWA International Civil Rights Department. This brought together some 25 different western Pennsylvania food assistance programs. Other such efforts include a primary health care program in southwestern Pennsylvania for persons not covered by health care insurance or medical assistance; a Toys for Tots program, coordinated through the International Vice President for Human Affairs Office, distributing Christmas presents to needy children; and the Dollar Energy Fund which, through matching funds by utility companies, enabled needy families to meet the high cost of utilities.

## **OTHER FACTORS CONTRIBUTING TO THE MODEL'S SUCCESS:**

Other factors consistently identified by USWA liaisons as enhancing assistance center success include:

- Offering a solid program of personal financial and consumer credit counseling to help workers deal with cash flow and credit problems as well as with the tax implications of receiving large lump-sum severance payments.
- Developing effective and non-threatening means of assessing workers' skills and abilities.

## **Variations on the Model**

The USWA model outlined above lends itself to adaptation according to circumstances. In most worker assistance programs, especially where large numbers of workers have been affected, a separate plant-based assistance center is established. The USWA recognizes, however, that a plant-based company-union center is not always feasible or appropriate. Thus, some programs are operated by a Private Industry Council, community college, the AFL-CIO or other entity with substantial union participation, usually including staffing and oversight. Important variations of the model represented among projects serving members include:

### **• STATEWIDE OR REGIONAL PROGRAMS OPERATED BY A NETWORK OF IDENTIFIED AGENCIES:**

In a number of cases, a statewide or regional worker assistance initiative is operated by a network of local agencies at chosen sites. In Pennsylvania, for example, five local agencies are instrumental in operating steelworker assistance programs at six sites.

### **PROGRAMS OPERATED BY THE AFL-CIO OR THE HUMAN RESOURCES DEVELOPMENT INSTITUTE (HRDI) OF THE AFL-CIO WITH EXPLICIT USWA APPROVAL:**

Some steelworker assistance programs are operated by HRDI or other arms of the AFL-CIO at the request of the USWA. These include special programs for copper and iron ore miners operated through the AFL-CIO in Michigan (in several cases the program director is a former steelworker), and a statewide program in Ohio and a regional program in the Houston, Texas area, both operated by HRDI.

### **• LOCAL AGENCY-OPERATED PROGRAMS SERVING USWA MEMBERS AND OTHERS:**

Where other unions or non-union plants are involved, local agencies sometimes operate dislocated worker assistance programs on behalf of USWA members as well as the other workers. As indicated above, these programs generally have substantial union participation, including staffing and oversight via participation on steering committees and community task forces.



## PROJECT DEVELOPMENT PROCESS

To assure that its approach is followed in project development, the USWA has evolved, as part of its comprehensive model, a process and decision making structure that provides a foundation for a joint union/company/community worker assistance effort. The 1983 Basic Labor Agreement initiated the trend toward establishing the current tri-partite approach by including, in Appendix "O" to the agreement, language requiring the company and union to jointly seek outside resources to support a program of job search and retraining services for terminated workers. This approach has been reinforced and extended by recent bargaining agreements with companies, calling for an economic package that will support training and related assistance for workers permanently severed from their jobs via company contributions as well as outside sources such as JTPA Title III. The following briefly outlines the general sequence of project planning and development.

### INITIATION OF PLANNING

The project development process starts at the USWA International/Corporate Headquarters level. At the announcement of the plant closing, Appendix "O" of the Basic Labor Agreement (or similar provisions of newly negotiated agreements with steel companies) calls for the company to work with our union to jointly seek outside assistance for a program of worker reemployment and retraining assistance. To facilitate early planning, a corporate representative has been designated at each major steel company to function as the counterpart to the International Headquarters Task Force, which is responsible for spearheading

this phase of planning on behalf of the union. An initial planning session takes place aimed at: 1) sketching out preliminary plans for the assistance program, often based on a preliminary proposal outline developed by the union; 2) developing a joint commitment and strategy with the company for seeking outside support, especially JTPA Title III funds, 3) establishing a high-level company-union oversight structure for the project, and 4) securing a company commitment to contribute a specified dollar amount to the adjustment effort.

The latter point is especially important. We believe that a specific dollar commitment should be forthcoming from the company to demonstrate a good faith effort to assume some responsibility for the workers they are displacing. The company contribution not only demonstrates a bona fide effort but also provides the basis for developing a funding proposal and helps to meet JTPA Title III matching fund requirements. Our experience is that companies often will contribute substantially when the comprehensive center concept and tri-partite nature of the effort is explained. In a number of cases, for example, the company has paid for basic center staffing and administrative costs, provided space and equipment, and contributed staff time to accounting and oversight tasks. JTPA Title III grants pick up costs for classroom training, OJT, special testing and assessment and some other services.

## **USWA DISTRICT AND LOCAL LEVEL PLANNING & COMMUNITY INVOLVEMENT**

The next major stage in project development takes place at the District level: The International contacts the District involved which in turn involves USWA locals in planning. Information is shared regarding the demographics of the situation and preliminary plans for worker assistance. The district also makes a preliminary decision/recommendation regarding who will be represented on the program administration (or steering) committee. This generally includes the Staff Representative who often becomes the union co-chair of the committee. Other representatives on the committee often include the local president and another person, such as a member of the bargaining committee. At the same time, company headquarters involves plant level personnel (and company division level personnel if appropriate). A meeting of appropriate USWA and company representatives is then held at the plant level to formalize the administration committee structure, review preliminary plans and the program model, obtain input and approval on how to proceed, and begin the process of sketching out a program.

In addition to establishing a blueprint of the center program, a key goal of this early planning stage is to give local union leaders optimum participation in the program development. Establishing the program's legitimacy with local USWA leaders is especially important to set the stage for broader worker and community acceptance of the project.

During this phase of planning, our representatives as well as company officials work to identify outside agencies, individuals and organizations to support and participate in the assistance program. A meeting then is convened with public sector and community representatives as appropriate. At the public/private meeting, the USWA and company usually spearhead the planning process by presenting the comprehensive center model and preliminary funding plans (including company cash contributions where appropriate). Frequently, the first part of this session is devoted to educating local agencies regarding the options available for supporting a labor-management based assistance program. At the planning meeting, basic decisions are made about resource commitments, center timelines, basic staffing arrangements (including personnel who will serve as union liaisons, peer counselors



*Ohio Governor Richard Celeste makes presentation of retraining funds. USWA Task Force Chairman John T. Smith is in center.*

and program operators), services priorities, fiscal responsibilities (e.g. who, if anyone, would serve as the Title III grant recipient) and the role of center staff and other service providers in delivering services. A proposal outlining the comprehensive program, its budget and staffing generally is complete within a few weeks.

The administration committee then oversees the remainder of the planning and implementation process. As outlined above, this committee usually consists of three district and local representatives and three company representatives. A community advisory task force, consisting of representatives from community agencies and organizations also is frequently established to help access community services and support for the project.

A final critical period in the development of the center programs is the early program start-up phase. This is when operating and administrative systems are established; facilities are prepared; staff are selected, hired and trained; the specifics of job development, retraining, testing-assessment, social service referrals, etc. worked out; and when the roles and responsibilities of key staff and decision-makers (among the company, union and participating agencies) are established on a day-to-day working basis.

At this stage, "contingency" arrangements frequently are worked out to start center operations despite lags in JTPA Title III grant awards. In most cases, company, and, sometimes, local agency funds and in-kind contributions support the project in its entirety until JTPA funding is available. The USWA also helps finance the up-front contingency period by paying union liaisons' salaries, to be later reimbursed by Title III funds or the company involved.

# HISTORY AND CHRONOLOGY OF THE USWA APPROACH

During the early 1980's, the USWA International's policy was to support worker assistance initiatives at the district and local levels, allowing considerable local autonomy in the development of programs. In many of these early programs the emphasis at the local level was on facilitating the provision of social and emergency services for workers—a strong reemployment and career adjustment emphasis had not yet been developed.

By 1982, however, the USWA's role in worker adjustment had begun to change. Kaiser Steel and the California State Employment Service worked with the local to set a precedent—the development of a comprehensive assistance center for workers terminated by Kaiser. Several other programs, established at about the same time, such as the Johnstown-Bethlehem project, exemplified the need for greater involvement by the union. In 1983 the USWA played a significant role in the development of a resource base and program model for a comprehensive assistance center at the Jones and Laughlin (J & L) Midland facility. The USWA and J & L negotiated a small fund, paid for by a cents per hour contribution from existing workers wages, to support worker transition. With technical assistance from the National Alliance of Business (NAB) and the Human Resources Development Institute (HRDI) of the AFL-CIO, the USWA/Company oversight committee for the project developed plans and multiple funding proposals for a comprehensive reemployment program known as the Midland Center for Career Development. This is the first instance in which we actively experimented with a broader, more comprehensive approach to worker assistance.

A similar initiative was introduced at the ARMCO, Houston facility just after the Midland project was underway. Again, with considerable technical assistance from HRDI and NAB, the USWA participated in developing and implementing plans for a comprehensive center. An innovative aspect of the



Houston project was the in-depth involvement of the Texas Employment Commission in planning the project and delivering services, thus duplicating the experience in California.

Despite these early outstanding examples, however, it became apparent to the International that most workers were not assisted to move quickly back into the labor market, and that the range and quality of services offered varied considerably from one site to another. The International, therefore, took early steps to organize a union-wide reponse to dislocation. In December 1983, International President Lynn Williams appointed the USWA International Headquarters Task Force on Dislocated Worker Program Development, the entity now responsible for overall program planning and oversight on worker assistance programs. Department heads and/or their assistants and other staff technicians within Headquarters were assigned to the Task Force in order to develop and coordinate an internal process which would provide a systematic, orderly system for decision-making and oversight. At the same time, John T. Smith was appointed Assistant to the International President to initiate and coordinate the joint company-union planning process at the International level when plant closings or major layoffs occurred. One of the earliest initiatives taken on by the Task Force and J. T. Smith was the development of a tri-partite comprehensive model, based on the USWA's early successes, that would: 1) include a workable process by which programs could be initiated, planned and established quickly when dislocations occurred, and 2) would assure a wide range of high quality reemployment and adjustment services to all workers, regardless of occupation, employer or locale.

The multi-site closures of the U.S. Steel company provided a concrete opportunity and an immediate need to test and implement the new approach. Unlike previous company initiatives, this effort was spearheaded by corporate International headquarters to plan a consistent approach to worker assistance for the many sites involved. As the U.S. Steel/USWA projects evolved, the comprehensive service delivery model was further developed. One important development is that the model came to emphasize assistance not only for workers to be displaced, but, just as importantly, those which had been laid off previously but for whom the company announcement represented final severance.

Thus, by the time the U.S. Steel projects were implemented, the USWA International had evolved the two key elements of its current approach to worker adjustment: the internal decision-making process by which the International participates in developing and monitoring projects; and the comprehensive, tri-partite program model.

# INTERNAL GOVERNANCE

As outlined in the section above, the cornerstone of the USWA International's efforts to provide quality services to workers losing their jobs is the International Task Force on Dislocated Worker Program Development, appointed in December 1983 by International President, Lynn Williams. The International Task Force institutionalizes, from the USWA's perspective, the intent of Appendix O of the 1983 Steel Master Agreement which calls for the union to work with the company in question to jointly seek assistance for a comprehensive program of reemployment and retraining services. The Task Force is comprised of headquarters department heads and/or assistant department heads, and technicians responsible for issues related to training and worker adjustment, including legislation, and has the following responsibilities:

1. Oversees all dislocated worker assistance projects serving members.
2. Serves as a link between Headquarters and agencies or community organizations responsible for JTPA Title III and other support for worker assistance. Plays a facilitating role in pursuing funding support for assistance to dislocated members.
3. Provides ongoing technical assistance to District Directors on matters relating to dislocated worker program development.
4. Oversees the Trade Adjustment Assistance certification process for USWA members.
5. Advises the International President on programs and policies in the dislocated worker assistance area.

The Task Force meets monthly as necessary. Task Force members continue to perform their normal duties as Headquarters Department heads. Their participation on the Task Force is part of the union's in-kind contribution to the overall tri-partite worker assistance effort.



*Gov. Richard Celeste with USWA President Lynn Williams and Dist. 26 Director Frank Valenta.*

# USWA INTERNATIONAL TASK FORCE ON

## USWA ORGANIZATION CHART ON DISLOCATED WORKER PROGRAMS



\*In addition to serving on the Program Administration Committees, in certain Districts, Staff Representatives are also assigned by their District Director to assist in overall dislocated worker program development and implementation.

\*\*In some cases, laid-off steelworkers are also serving as center directors.

## DISLOCATED WORKERS PROGRAM DEVELOPMENT



The Task Force (from left): Frank Mont, Director of Civil Rights; Jackie Mullins, Wage Department; Judy Boyd, Staff Representative, District 35 and J. T. Smith, Assistant to the President. Standing from left are Ray Munsinger, Assistant Director of Office, Technical and Professional Department; John Powderly, Legislative Department and William Elliott, Wage Department. Not shown Lefty Scumaci, Director, Office, Technical and Professional Department.

# **USWA INITIATIVES TO FURTHER DEVELOP ITS DISLOCATED WORKER PROGRAM**

The USWA now has an approach in place that has proven effective in helping displaced steelworkers adjust to the shock of job loss and make the transition to a new career. Despite these efforts, however, the problem of steelworker dislocation continues on a massive scale. Many steelworkers remain unemployed and further terminations are forthcoming. Thus, the USWA has developed plans to improve and expand its current efforts in the following ways.

## **1. EXPAND THE PROGRAM TO ALL USWA CONFERENCES**

Based on the solid track record the USWA has developed in the steel industry, the union plans to expand its efforts quickly to cover its 19 other Conferences representing different industries and sectors. A number of quality programs already have been developed in other USWA Conferences including programs developed for Allied-Signal Chemical workers in Syracuse, New York, iron ore and copper miners in Michigan and Minnesota, aluminum workers in Arkansas and Allied-Signal Prestolite Battery workers in Reading, Pennsylvania. The immediate goal is to build on these efforts so that every USWA member has an equitable opportunity for adjustment services, if needed. The USWA currently is pursuing this objective not only in project development but in its collective bargaining as well.

As a result of our recent merger and the establishment of the USWA's Upholsterer's Division, a plan is currently being developed to address the needs of their unemployed membership.

## **2. MAXIMIZE ASSISTANCE TO ALL STEELWORKERS VIA THE SURVEY ON USWA UNEMPLOYMENT**

USWA headquarters is conducting a survey of all USWA Districts and Locals to find out where unemployment is concentrated and identify unemployed steelworkers that have not yet received adjustment assistance. Based on an analysis of this information, we will organize additional assistance programs to provide services where they are needed.





### **3. DEVELOP A USWA COMPUTER MONITORING SYSTEM TO TRACK WORKER ADJUSTMENT PROGRAMS**

This report represents the first comprehensive review of all worker adjustment programs for USWA members. Plans are currently underway to establish a database system that will enable headquarters to systematically gather and analyze information on programs and disseminate this information to USWA Districts as appropriate.

### **4. INCREASE RETRAINING SUPPORT FOR UNEMPLOYED STEELWORKERS**

We believe that companies have a social responsibility to aid workers they employ for years and then terminate. Thus, company support for worker retraining and adjustment has become an important element of the USWA's collective bargaining agenda. Considerable headway already has been made with several companies: in each case, specific dollar amounts have been set aside for dislocated worker retraining and related services. We will continue to stress company commitment to readjustment and retraining assistance in its bargaining. At the same time, the International is working to encourage workers who are likely to lose their jobs to think about retraining options early. Realistically, a certain amount of economic restructuring is going to continue. In some cases, where the economic climate is very poor, the "handwriting is on the wall" before actual terminations are announced. In such instances, denial and disbelief only exacerbates an already difficult situation. Experience shows clearly that individuals who complete their GED and obtain new skills benefit from improved self-esteem and are more prepared to take new jobs outside the industry.

# **POLICY ADVOCACY ISSUES**

A leading role the USWA traditionally has played in representing its membership is to analyze and articulate issues related to workers' rights and needs and to recommend and advocate policies accordingly. With respect to the critical issue of worker dislocation, the following policy issues are currently high priorities on the USWA agenda:

## **1. ADVANCE NOTICE AND EARLY INTERVENTION**

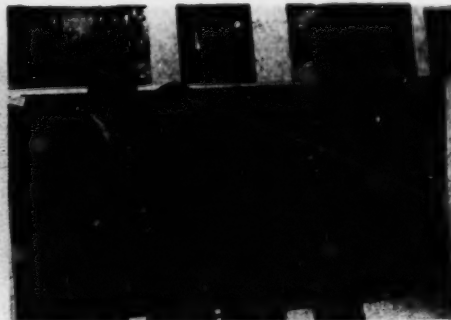
As indicated earlier in this report, the existing legal and collective bargaining framework has proven insufficient to guarantee workers fair advance warning of plant closings or terminations. While operating within the law, companies often have given "notice" 18 months or two years after workers have already exhausted their Unemployment Insurance benefits. To address this critical problem, the USWA is on record as strongly favoring national legislation on the subject of plant closings. As stated in the Policy Resolutions adopted at the 22nd Constitutional Convention, such legislation should not only mandate an adequate period of advance notice but "must require that employers weigh employee interests fully when deciding whether to close a plant and mandate the employer's development of a comprehensive program to assist employees in the post-closing period."

## **2. STIPENDS TO SUPPORT WORKER RETRAINING**

The JTPA program, as it is currently structured, places unnecessarily severe limits on the amount of funds that can be used for stipends to support individuals engaged in retraining. This is a serious disincentive for workers to participate in retraining, especially in situations where the program begins only after workers have exhausted their Unemployment benefits due to late termination notice. The lack of stipends, and the JTPA program's emphasis on short-term job placement, also skews program administration toward more short-term superficial retraining and against longer term basic education and degree programs. The USWA strongly supports reform of the JTPA program to permit the necessary stipends and administrative support to allow most workers to engage in retraining that genuinely can contribute to career development.

## **3. FUNDING FOR SUPPORTIVE SERVICES**

Restrictions in the JTPA program, as well as low funding levels, also unnecessarily limit the amount of support available for crisis counseling, credit



counseling, and other supportive services which are central and crucial to worker adjustment. The USWA strongly urges a reform of JTPA Title III to allow more funds to support the types of crucial emergency services that dislocated workers frequently need.

#### **4. FUNDING FOR EMERGENCY SERVICES**

For some terminated workers, especially those in high unemployment areas, buying groceries, paying for primary health care, paying the mortgage, and keeping the house heated are beyond the household means. The USWA has sponsored and received generous community support in numerous situations to address some of these vital needs, but ongoing, sustained support, especially from governmental sources, is severely lacking. In fact, the type of funding that would serve those workers who are most in need is the type of funding that is least available. The USWA urges federal, state and local support for emergency services to meet the needs of these workers who lost their jobs through no fault of their own, who cannot meet their normal household obligations, and who may now be experiencing additional health, family and other problems that their now limited resources cannot begin to meet.

#### **5. IMPROVEMENTS IN STATE AND LOCAL JTPA ADMINISTRATION**

A patchwork of state and local JTPA administrators frequently complicates the planning and service delivery process for dislocated worker assistance. Workers laid off from one plant, for example, often reside in more than one state, and almost always reside in different counties. Neighboring JTPA states and administrators sometimes refuse to cooperate so as to allow centralized management and delivery of services. The Congress, the U.S. Department of Labor and Governors should investigate ways to administer Title III more rationally and should strongly urge JTPA administrators to cooperate across jurisdictional boundaries as much as possible to promote effective delivery of services to workers in need.

#### **6. INCREASE LABOR'S ROLE IN PICs AND STATE JTPA ADMINISTRATION**

As JTPA currently stands, labor has a very limited voice in program oversight and planning as compared with the business community. The USWA is working hard to reverse this trend by stressing to federal, state and local leaders the continual need for input from labor unions, particularly on issues related to economic adjustment and worker dislocation. The USWA's leadership role, for example, in organizing public/private responses to dislocation and educating communities about the USWA worker assistance model is one way of increasing labor's voice in this field. But increased formal labor representation in decision-making is needed to address issues relating to stipends, emergency services, long-term retraining and other matters vital to the welfare of laid-off steelworkers.

**A DIRECTORY OF  
DISTRICT ASSISTANCE  
PROGRAMS  
FOR UNEMPLOYED  
STEELWORKERS**

02 32

## **WE DEDICATE THIS DIRECTORY . . .**

This directory is the first attempt to gather, compile and catalogue up-to-date, pertinent information on all fifty or so programs which have served or are currently serving unemployed steelworkers. It has basically two purposes: first, to provide information to USWA members on all current and completed programs and second, to inform our unemployed membership about assistance programs located in their area.

Developed by the International Headquarters Task Force on Dislocated Worker Programs, its purpose is to provide a brief profile of each of the programs. In the near future, we hope to develop a systematic mechanism for gathering such information and making it available to the districts on a timely basis.

Each project in this booklet takes up very little space and describes the program in the barest details. But we know that each local and district listed, and those identified only as "all affected steelworkers in the area," represent individuals—individuals who lost their jobs. We know that this information also represents many hundreds of steelworkers—volunteers, union liaisons and peer counselors, staff representatives, local presidents and project directors who were former steelworkers, all spending countless hours to help their brothers and sisters through the sometimes very difficult transition to a new job.

We wish to pay tribute to these enthusiastic, selfless, hard-working individuals. We dedicate this directory to each of them.

# SUMMARY OF PROGRAM RESULTS

|                                                                                                                                                                                                                             |                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| <b>Total and Projected Enrollment</b>                                                                                                                                                                                       | <b>24,560</b>       |
| (This figure includes the following: those who have actually been enrolled in programs, those whom program operators have estimated will enter during the life of their current contract, or in new contracts just funded.) |                     |
| <b>Individuals Served to Date</b>                                                                                                                                                                                           | <b>16,970</b>       |
| <b>Individuals who completed the program</b>                                                                                                                                                                                | <b>13,070</b>       |
| <b>Individuals Placed in Jobs</b>                                                                                                                                                                                           | <b>7,230</b>        |
| (This figure represents the number placed of those who have been served.)                                                                                                                                                   |                     |
| <b>Completed Retraining or On-the-job Training</b>                                                                                                                                                                          | <b>4,000</b>        |
| (Of those served, estimated minimum who have completed, or are scheduled to complete, classroom training or on-the-job-training.)                                                                                           |                     |
| <b>Total JTPA Title III Allocations</b>                                                                                                                                                                                     | <b>\$33,000,000</b> |
| (Includes steel and copper specific allocations)                                                                                                                                                                            |                     |
| <b>Total Company Contributions</b>                                                                                                                                                                                          | <b>6,782,000</b>    |
| (This figure does not include in-kind contributions of staff, equipment and facilities.)                                                                                                                                    |                     |
| <b>Future Company Contributions</b>                                                                                                                                                                                         | <b>11,055,000</b>   |
| (This figure represents what companies have committed to provide, over the three-year contract period, for worker adjustment and training.)                                                                                 |                     |

As with all such information related to program results, the reader must be cautioned that these figures are approximate. In some cases they represent incomplete data, since, for example, planned enrollment figures may have been included for programs which have just recently started and where no participation or placement data exists. Retraining and on-the-job training figures are often, at best, inadequate. Since the U.S. Department of Labor does not require that it be collected by states, states do not often require that program operators submit that information to them. Therefore, data collected in this program area is inconsistent across states and across fiscal years. This Directory represents project results and funding approvals as of July 31, 1986.

# **USWA District 1**

**William J. Foley, Director**

**Local Unions:** Areawide program for all affected locals

**Company:** Thompson Steel and Wire,  
Meyer World Manufacturing,  
Phalo, Worcester Control  
and others

**Center Name and Location:** USWA Worker Assistance Center  
55 Myrtle St. (Local 2936 Union Hall)  
Worcester, MA 01608

**Target Population:** Steelworkers laid off from any companies employing steelworkers. Outreach to 1500

**Dates of Program Operation:** July, 1984 to July, 1987

**PIC/SDA or Other Agencies Involved:** South Worcester Co. SDA, which receives its funds from the State Industries Services program

**Status:** Active

**Funding/Resources/In-Kind Contributions:**  
\$159,000 State Title III

**This includes staff at the Dept. of Employment Security** \$275,000 for July 1986, to complete July, 1987

**Project contact:** Kevin Johnson, (617) 753-8350

## **Comments:**

The program is operated out of a local union hall. The center provides outreach and referral to support services which is provided by special staff at the Employment Security Division, located close by. Together with the above agency, the program provides job search assistance, retraining, testing and assessment, OJT and GED training. The center also provides a health plan at reduced cost for those who are in full-time retraining. The program is offered in cooperation with the United Way and the State Industrial Services program. This center also offers services to any dislocated worker.

**Program results:** 300 (approx.) placed  
51 OJT  
20 completed or in training

## USWA District 4

**Louis J. Thomas, Director**

**Local Unions:** 3734, 2601, 2602, 2603, 2604, 3144, 4774

**Company:** Bethlehem Steel Corporation

**Center Name and Location:** Dislocated Steelworker Program  
699 Main St.  
Buffalo, NY  
(215) 694-2800

**Target Population:** 1200 affected workers  
700 planned enrollment

**Dates of Operation:** February 1, 1986 projected through  
January 31, 1987

**PIC/SDA or Other Agencies Involved:** Buffalo-Erie County Private Industry  
Council

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|         |            |                                                    |
|---------|------------|----------------------------------------------------|
| Company | \$ 200,000 | Bethlehem Steel                                    |
| Public  | 1,270,000  | Fed. Steel Title III plus New York State Title III |

**Project Contact:** Pat Quigley, (716) 856-8705

**USWA Peer Counselors:** Joseph A. Haefner, Francis X. Greene,  
Martin Szarek

**Comments:**

The center is operated by the Buffalo-Erie County PIC with oversight from a committee composed of a company representative, a USWA international representative and the PIC director of operations. The PIC serves as the Title III grant recipient.

The center is located at the PIC's facilities in downtown Buffalo. Center staff and the oversight committee currently are considering establishing satellite locations depending on the level of activity and interest in center services. The center offers a full range of services including orientation, job search workshops, a sophisticated computerized job development and placement program, individual counseling, retraining, OJT, aptitude and interest tests and social services referral as appropriate.

The three USWA peer counselors work specifically with laid-off Bethlehem steelworkers but also, when time is available, work with laid-off steelworkers from LTV and Republic Steel (USWA Locals 13276, 13145, 5578, and 2857). The union peer counselors are involved in a very intensive outreach and recruitment program to identify and contact unemployed steelworkers and encourage their participation in the assistance program. Part of the center's outreach function, including a portion of USWA peer counselor's salaries, will be supported by Title III funds from the neighboring Chautauque County PIC. Other dislocated workers in the area are also served by this center. Steelworkers may also use centers operated by other PICs in the surrounding area.

**Program Results:** None yet. Program recently began.

**USWA District 4****Louis J. Thomas, Director**

**Local Union:** 4276

**Company:** Phillips E.C.G.

**Center Name and Location:** Resource and Placement Center  
Academy Square  
Seneca Falls, NY 13148

**Target Population:** 950 workers received orientations  
More layoffs expected

**Dates of Program Operation:** July 1985 to May 1987

**PIC/SDA or Other Agencies Involved:** Ontario County Division of Human Services and other area agencies as appropriate

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|         |           |                                           |
|---------|-----------|-------------------------------------------|
| Company |           | Contributed some equipment for the center |
| Public  | \$ 50,000 | NYS Governor's Discretionary Funds        |
|         | \$ 87,000 | NYS Title III Formula Funds               |
|         | \$300,000 | Federal discretionary Title III           |

**Project Contact:** Allen Brunner, (315) 568-2963

**USWA Liaisons:** Faye Seeley, Joe DeMaio

**Comments:**

This is a community center which serves dislocated workers over a five county area. It was initiated by a community task force which the USWA helped to organize. The director of the center is an employee of the New York State Job Service. The Ontario County Commissioner of Human Resources is the grant recipient. Other center staff are detailed from a range of area employment and training agencies. Clients are referred to area junior colleges and secondary voc. tech. programs for retraining. The program offers a comprehensive range of services including outreach, intake, testing and assessment, job search instruction, job placement assistance, job development, career and educational counseling, basic education, occupational retraining, OJT and referral to social services.

**Program Results:** 950 workers oriented  
500 received indiv. counseling  
400 tested (GATB and interest test)  
225 enrolled in training  
380 job placements

#### **USWA District 4**

**Louis J. Thomas, Director**

**Local Unions:** 12457, 12660

**Company:** Allied-Signal, Chemical Sector

**Center Name and Location:** Allied/USWA Hourly Career Center  
1700 Milton Ave.  
Solvay, NY 13209  
(315) 487-4819

**Target Population:** 922 laid off to date  
200 eligible for retirement

**Dates of Operation: (projected)** January 14, 1986 to January, 1987

**PIC/SDA or Other Agencies involved:** Central NY Private Industry Council

**Status:** Active

#### **Funding/Resources/In-kind Contributions:**

**Company** \$500,000 in addition to providing a center site, equipment and expendable materials; also a project coordinator.

**Public Funds** Private Industry Council: Staff  
State Education: Retraining  
TRA: Retraining, relocation, income extension benefits (see below)

**Project Contact:** Tom Shaw

**USWA Liaisons:** Jessie Seymore, Dean Macris

#### **Comments:**

The center offers a full range of services, including orientation, job search workshops, job development and placement, individual counseling and resume development. Workers are referred to the PIC regional dislocated worker center for retraining, job matching and OJT. The PIC also assists with area wide job development. No dollar amounts are provided for the public agencies since services only are provided. New York State does provide up to \$1500 per person for retraining. An arrangement has been made with the Air Force for free occupational skill/vocational aptitude testing.

Staff will make follow-up arrangements with the PIC regional program before center closes to assure continued assistance for workers still engaged in retraining or job search. The center may close in September, 1986.

**Project Results:** 503 served  
150 placed  
60 in Training

#### **USWA District 4**

**Louis J. Thomas, Director**

|                                                 |                                                                                                                                 |                         |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| <b>Local Unions:</b>                            | 2189, 6599, 2693, 7389                                                                                                          |                         |
| <b>Companies:</b>                               | True Temper Shovel Plant<br>Roblin, Inc.<br>Altech, Inc.<br>Plymouth Tube, Inc.                                                 |                         |
| <b>Center Name and Location:</b>                | Chatauqua County Reemployment Program<br>418 Central Ave.<br>Dunkirk, NY 14048                                                  |                         |
| <b>Target Population:</b>                       | 350 total steelworkers to be served—<br>all companies                                                                           |                         |
| <b>Dates of Program Operation:</b>              | April 1986—February 1987 for com-<br>panies other than True Temper. Antic-<br>ipated start date of July 1986 for True<br>Temper |                         |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>  | Chatauqua County Reemployment<br>Program                                                                                        |                         |
| <b>Status:</b>                                  | Active                                                                                                                          |                         |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                 |                         |
| Public                                          | \$220,000                                                                                                                       | Federal Steel Title III |
|                                                 | \$ 30,000                                                                                                                       | PIC (formula Title III) |

Applying for a \$627,000 federal discretionary Title III grant which would serve True Temper employees and other (non-steel) workers as well. About a third of the grant would be allocated to True Temper workers.

|                         |                                |
|-------------------------|--------------------------------|
| <b>Project Contact:</b> | Jane Cleaver, (716) 753-4271   |
| <b>USWA Liaison:</b>    | Ralph Letersky, (716) 753-4271 |

#### **Comments:**

The Chatauqua County Reemployment Program has recently started a dislocated worker center for steelworkers laid off from three companies (Roblin, Altech, and Plymouth Tube) with funding from a federal steel Title III grant. The center itself provides orientation, job search instruction, testing and assessment, and customized/company-specific retraining, individual counseling, social services referrals and other services as needed. The program is closely coordinated with the Chatauqua PIC and local vocational training institutions.

An additional federal Title III grant is being sought to serve True Temper workers and other workers who are not USWA members. (The True Temper workers, though USWA members in the steel industry, were not included in the SIC codes for which federal steel Title III funds can be used.) Even though funding has not yet been received for services to True Temper workers, the program has already begun on an informal basis. The company is allowing the center to use the plant premises to orient workers and provide counseling on site.

|                         |                                                 |
|-------------------------|-------------------------------------------------|
| <b>Program Results:</b> | Center just opened, new grant not yet approved. |
|-------------------------|-------------------------------------------------|

## USWA District 7

**John H. Reck, Director**

|                                                 |                                                                                                                                                                                                                           |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 4889, 5030, 5116, 5812                                                                                                                                                                                                    |
| <b>Company:</b>                                 | U.S. Steel Corporation & Trans-America/DeLaval                                                                                                                                                                            |
| <b>Center Name and Location:</b>                | Mercer County Community College<br>1200 Old Trenton Road<br>Trenton, NJ 08690                                                                                                                                             |
| <b>Target Population:</b>                       | 425                                                                                                                                                                                                                       |
| <b>Dates of Operation:</b>                      | October 1984—June 1985                                                                                                                                                                                                    |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Mercer County Community College—<br>Mercer County PIC                                                                                                                                                                     |
| <b>Status:</b>                                  | Completed                                                                                                                                                                                                                 |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                                                                                           |
| <b>Project Contact:</b>                         | Tony Mennuti, (609) 586-4800                                                                                                                                                                                              |
| <b>Comments:</b>                                | A one day orientation was held for all those affected. Individuals were referred to support and other services. The community college and Vo-Tech school enrolled others in training, then assisted with their placement. |
| <b>Program Results:</b>                         | Participated: 120<br>Training: 49<br>Placed: 26                                                                                                                                                                           |

## **USWA District 7**

**John H. Reck, Director**

**Local Union:**

6130

**Company:**

Allied—Signal (Prestolite Division)

**Center Name and Location:**

Allied Prestolite/USWA Reading  
Worker Assistance Center  
Reading, PA

**Target Population:**

235

**Dates of Operation:**

October 1985 to May 1986

**PIC/SDA or Other Agencies  
Involved:**

Berks County PIC

**Status:**

Completed

### **Funding/Resources/In-Kind Contributions:**

|         |                                           |
|---------|-------------------------------------------|
| Company | \$100,000 Allied—Signal (approx.)         |
| Public  | \$100,000 Pa. Formula Title III (approx.) |
| Total   | \$200,000 (approx.)                       |

**Project Contact:**

Edward Bocik

**USWA Liaisons:**

Stanley Dutt, Karl Bolognese

### **Comments:**

The Allied Prestolite/USWA assistance center was operated by company and union staff at the plant site with the assistance of the Berks County PIC. The program offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, GED certification, occupational retraining, OJT, personal financial counseling, and referral to social services. The PIC took lead responsibility for job development, testing and assessment, retraining and OJT services.

**Program Results:**

200 workers served  
135 placed in jobs  
68% job placement rate

## **USWA District 8**

**David Wilson, Director**

**Local Unions:** 2609 & 2610

**Company:** Bethlehem Steel Corporation

**Center Name and Location:** Bethlehem/USWA Sparrows Point  
Worker Assistance Center  
Bethlehem Sparrows Point Plant  
Sparrows Point, MD 21219

**Target Population:** 3000 on layoff status covering past five years  
1500 possibly to be laid off in 1986  
1500 current planned center enrollment

**Dates of Operation:** September 16, 1985 projected through  
September 15, 1986

**PIC/SDA or Other Agencies Involved:** Baltimore County Occupational and  
Training Administration (affiliated with  
the Baltimore County PIC and SDA)

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|         |           |                                   |
|---------|-----------|-----------------------------------|
| Company | \$125,000 | Bethlehem Steel Cash Contribution |
| Public  | 540,000   | Fed. Title III                    |
|         | 220,000   | State Title III                   |
|         | 125,000   | Baltimore County                  |

**Project Contact:** Jerry Kernan, (301) 388-4391

**USWA Liaisons:** Jackuelin Thompson, Dwight Iler,  
Joanne Hill, Rosalie Siford

**Comments:**  
The center is operated by the Baltimore County Occupational and Training Administration with oversight from a committee composed of a company representative, a USWA local representative and a representative of the Maryland State Department of Employment and Training. The PIC serves as the Title III grant recipient.  
The center is located on Bethlehem Steel property at its Sparrows Point facility. The center offers a full range of services including orientation, job search workshops, job development and placement assistance, individual counseling, retraining, OJT, assessment services, entrepreneurial training and assistance and social services referral as appropriate. A number of entities provide services under this program including the Baltimore County Occupational and Training Administration, a private outplacement firm, and an area service unit of the AFL-CIO.

**Program Results:** None available at this time.

**USWA District 8****David Wilson, Director**

|                                                 |                                                                                                                                       |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | Statewide program                                                                                                                     |
| <b>Companies:</b>                               | Kennecott Minerals Corp.<br>Other companies (See Comments below)                                                                      |
| <b>Center Name and Location:</b>                | Dislocated Worker Program<br>Operated by the Maryland Department of Employment and Training<br>1123 Eutaw St.<br>Baltimore, Md. 21201 |
| <b>Target Population:</b>                       | 650 workers laid off<br>150 planned enrollment                                                                                        |
| <b>Dates of Program Operation:</b>              | June 1986—April 1987                                                                                                                  |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Baltimore Metropolitan Manpower Consortium<br>Baltimore County SDA<br>Maryland Dept. of Employment and Training                       |
| <b>Status:</b>                                  | Active                                                                                                                                |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                       |
| Public                                          | \$200,000 Federal Copper Title III<br>50,000 State Title III                                                                          |

Baltimore County and Baltimore city are providing matching funds in the form of retraining and administration services.

**Project Director:** Vernon Thompson, (301) 383-7650

**Comments:**

This is a statewide program for copper workers coordinated by the Maryland Department of Employment and Training. The program is being operated out of local SDA's and workers are referred to other agencies as appropriate. The program started as an initiative to serve Kennecott copper workers. A waiver has now been requested to allow the Federal Title III copper funds to also be used to serve area dislocated steel industry workers. Outreach has begun to steelworkers who are employees of the following companies: ARMCO, Eastern Stainless, Shepard, Chase Steel, and Coppers.

**Program Results:** Not applicable at this time

## **USWA District 9**

**Paul J. McHale, Director**

|                                                 |                                                                                                                                                                                                                                                                          |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | 2670                                                                                                                                                                                                                                                                     |
| <b>Company:</b>                                 | U.S. Steel Corporation                                                                                                                                                                                                                                                   |
| <b>Center Name and Location:</b>                | USS/USWA Fairless Dislocated Worker Assistance Center                                                                                                                                                                                                                    |
| <b>Target Population:</b>                       | 228 affected workers<br>200 planned enrollment (80 Pennsylvania, 120 New Jersey)                                                                                                                                                                                         |
| <b>Dates of Operation:</b>                      | May 1984—December 1985                                                                                                                                                                                                                                                   |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Bucks County Private Industry Council<br>State of New Jersey Title III Program                                                                                                                                                                                           |
| <b>Status:</b>                                  | Completed                                                                                                                                                                                                                                                                |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                                                                                                                                          |
| Company                                         | \$140,000 U.S. Steel                                                                                                                                                                                                                                                     |
| Public                                          | \$356,208 Pa. Title III                                                                                                                                                                                                                                                  |
|                                                 | New Jersey contributed staff and services in-kind.                                                                                                                                                                                                                       |
| <b>Project Contact:</b>                         | Mary Ann Broderick, (412) 433-7131                                                                                                                                                                                                                                       |
| <b>Comments:</b>                                |                                                                                                                                                                                                                                                                          |
|                                                 | The center was operated by U.S. Steel in Fairless, Pa., on contract with the Bucks County PIC. The program concentrated principally on occupational retraining and related testing/assessment services. In-kind staff support was obtained from the State of New Jersey. |
| <b>Program Results:</b>                         | The program served 112 workers. Of 56 Pennsylvania residents, 18 have been placed in jobs.                                                                                                                                                                               |

**USWA District 9**

**Paul J. McHale, Director**

|                                                 |                                                                                                                                                                                                                                         |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 6061, 3355, 2026                                                                                                                                                                                                                        |
| <b>Company:</b>                                 | U.S. Steel Corporation & other affected companies                                                                                                                                                                                       |
| <b>Center Name and Location:</b>                | Burlington County College<br>Pemberton, New York 08068                                                                                                                                                                                  |
| <b>Target Population:</b>                       | 200 targeted                                                                                                                                                                                                                            |
| <b>Dates of Operation:</b>                      | January 1985—continued for the duration of the project                                                                                                                                                                                  |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Burlington County Community College                                                                                                                                                                                                     |
| <b>Status:</b>                                  | Completed                                                                                                                                                                                                                               |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                                                                                                         |
| Public                                          | \$1,000                                                                                                                                                                                                                                 |
| <b>Project Contact:</b>                         | Sandy Schneider, (609) 894-9311                                                                                                                                                                                                         |
| <b>Comments:</b>                                | The college held a one day orientation and testing session to determine interest in, and aptitude for retraining. Individuals were referred to training programs which provided opportunities for immediate placement after retraining. |
| <b>Program Results:</b>                         | 60 completed orientation<br>6 completed retraining                                                                                                                                                                                      |

## **USWA Districts 9 & 15**

**Paul J. McHale, Director, Dist. 9**  
**Andrew V. Palm, Director, Dist. 15**

**Local Union:**

Areawide Program

**Company:**

Bethlehem Steel Corporation

**Center Name and Location:**

Bethlehem/USWA Worker Assistance Centers—Statewide Pennsylvania Locations in Williamsport (Community Action Office), Johnstown (United Way Building), Steelton and Lebanon (SETCO Offices), and Bethlehem/Lehigh Valley (Holy Ghost Church School)

**Target Population:**

1600 affected workers  
1100 possible layoffs in the future

**Dates of Operation:**

March 1, 1986 projected through February 28, 1987

**PIC/SDA or Other Agencies Involved:**

Williamsport site: Lycoming-Clinton County Commission for Community Action  
Johnstown site: Southern Alleghenies Planning and Development Commission  
Steelton and Lebanon sites: Susquehanna Employment and Training Corporation  
Lehigh Valley: Lehigh Valley PIC and a private outplacement firm

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

|         |           |                                    |
|---------|-----------|------------------------------------|
| Company | \$315,000 | Bethlehem Steel Cash Contribution  |
| Public  | 305,000   | State Title III grant              |
|         | 283,000   | Federal Title III grant            |
|         | 700,000   | Estimated PIC/Agency contributions |

**Project Contact:**

Martha Phelps, (215) 694-2800

*(continued on next page)*

**USWA Liaisons:****Lehigh Valley:**

Peer Counselors: John Kijak  
Dale Bachman  
Felix Quadrada

Outreach: Walter Perchinski

Johnstown:

Counselors: Richard Lees  
John Bromberg

Steelton & Lebanon:

Peer Counselors: Jerry Himmer  
Allen Yingst

**Comments:**

The five centers are operated by the local PICs or other entities as indicated above. At each location, the program is governed by an oversight committee composed of a representative from the USWA District, the program operator and the company.

Each program offers a full range of services including outreach, job search workshops, job development and placement assistance, individual counseling, retraining, OJT, assessment and social services referral, as appropriate.

**Program Results:**

For Lehigh Valley

Participated: 172

Placed: 43

Entrepreneurial program: 15

# **USWA District 15**

**Andrew V. Palm, Director**

|                                                 |                                                                                                         |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 1256 & 1270                                                                                             |
| <b>Company:</b>                                 | U.S. Steel Corporation                                                                                  |
| <b>Center Name and Location:</b>                | USS/USWA Mon Valley Job Search Assistance Program (with three sites: Pittsburgh, Ambridge and Duquesne) |
| <b>Target Population:</b>                       | 15,000 to 20,000 estimated eligible for assistance                                                      |
| <b>Dates of Operation:</b>                      | May 1984—projected thru September, 30, 1986                                                             |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Allegheny County PIC                                                                                    |
| <b>Status:</b>                                  | Active                                                                                                  |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                         |
| Company                                         | \$1,122,000 through December 1985<br>277,000 estimated since December 1985                              |
| Public                                          | 1,200,000 for 1984 and 1985<br>245,000 for 1986                                                         |
| <b>Project Contact:</b>                         | Mary Ann Broderick, (412) 433-7129                                                                      |
| <b>USWA Liaisons:</b>                           | Robert Macy, James Staford                                                                              |

## **Program Description:**

Mon Valley is the largest U.S. Steel/USWA program, covering terminated U.S. Steel employees in the Pittsburgh area. It has operated out of three sites—Pittsburgh, Ambridge and Duquesne—all on U.S. Steel property. The Pittsburgh and Duquesne sites are still operating. The Mon Valley program offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job clubs, employment and educational counseling, classroom retraining, OJT, job development and placement, testing and assessment, referral to social services, personal financial counseling, and more. A USWA peer counselor and a USWA clerk were on the center staff but recently found new jobs. The Allegheny County Department of Federal Programs is administering the most recent Title III grant which is used exclusively for retraining.

## **Program Results:**

Through December 1985, the program served 2310 individuals and placed 55%. Since the beginning of 1986, 401 persons have been enrolled and 61 placed.

**USWA District 15**

**Andrew V. Palm Director**

**Local Union:** 302

**Company:** Alcoa at New Kensington, PA  
(Logans Ferry Works)

**Center Name and Location:** Not applicable

**Target Population:** 50 workers scheduled for layoff

**Dates of Program Operation:** Proposed to begin as soon as possible

**PIC/SDA or Other Agencies Involved:**

**Status:** Project has been proposed to Alcoa at corporate. Pending

**Funding/Resources/In-Kind Contributions: (Proposed)**

|         |                                 |
|---------|---------------------------------|
| Company | \$77,000                        |
| Public  | \$77,000 Pennsylvania Title III |

**Comments:**

The Alcoa/USWA program proposal recommends a comprehensive range of worker adjustment services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, GED certification, occupational retraining, OJT, personal financial counseling and referral to social services.

## USWA District 20

**Anthony Rainaldi, Director**

|                                                 |                                                                                                  |
|-------------------------------------------------|--------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | 1212                                                                                             |
| <b>Company:</b>                                 | LTV Corporation                                                                                  |
| <b>Center Name and Location:</b>                | Midland Center for Career Development<br>617 Midland Ave.<br>Midland, PA 15059<br>(412) 643-1350 |
| <b>Target Population:</b>                       | 3,200 affected workers<br>1,000 targeted for assistance                                          |
| <b>Dates of Operation:</b>                      | 9/26/83 projected through June 30, 1986                                                          |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Beaver County PIC                                                                                |
| <b>Status:</b>                                  | Active                                                                                           |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                  |
| Company                                         | \$300,000 Cash from Company-Union Fund                                                           |
| Public                                          | \$316,000 Pennsylvania Title III (actual expenditures)                                           |
|                                                 | \$100,000 Ohio Title III (actual expenditures)                                                   |
|                                                 | \$200,083 Federal Title III (actual expenditures)                                                |
|                                                 | \$ 77,000 Federal "PSI" Title III (actual expenditures)                                          |
| <b>Project Contact:</b>                         | Stan Ledzinski, (412) 643-1350                                                                   |
| <b>USWA liaisons:</b>                           | Gregory Hill, Lois Zigerelli                                                                     |
| <b>USWA Contact:</b>                            | Ron Friess                                                                                       |

### **Comments:**

The Midland Center for Career Development is one of the earliest centers in which the USWA has taken a very active part. It is administered and staffed by the Midland Center for Career Development, a non-profit organization and is governed by a Company/Union Committee consisting of an equal number of USWA and LTV representatives. The committee also oversees the administration of the special company/union fund that was established to support worker adjustment efforts. The Midland Center also has a community advisory board to assist with accessing resources and services for workers. The center operates out of the local union hall.

The center offers a comprehensive range of services including extensive outreach and recruitment, job search instruction, testing and assessment, basic education, GED certification, OJT, classroom training, individual career and educational counseling, financial counseling and referral to social services.

This project included a special worker outreach program using USWA local 1212 members in an intensive door-to-door campaign to over 500 workers.

### **Program Results:**

1247 workers completed job search  
instruction  
481 job placements  
68 now in school

**USWA District 20****Anthony Rainaldi, Director**

**Local Union:** 1211

**Company:** LTV Corporation

**Center Name and Location:** Aliquippa Center for Career Development  
503 Franklin Ave.  
Aliquippa, PA 15001  
(412) 378-3722

**Target Population:** 8,000-10,000 eligible for assistance  
500 participants, current program goal  
Submitted proposal to serve 1000 more workers

**Dates of Operation:** June 19, 1985 projected through June 30, 1986  
Submitted proposal for continuation of this program

**PIC/SDA or Other Agencies Involved:** Beaver County PIC

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|         |           |                                                                                               |
|---------|-----------|-----------------------------------------------------------------------------------------------|
| Company | \$110,000 | Cash contributed to date (from Company/Union Fund)                                            |
| Public  | \$123,536 | Spent to date (from Midland Center Title III funds—see Midland Center for Career Development) |

A proposal has been submitted to the federal government for \$1,300,000 to serve an additional 1,000 workers.

**Project Contact:** Stan Ledzinski, Director (412) 643-1350

**USWA Liaison:** Rich Vallecorsa

**Program Description:**

The Aliquippa center is administered and staffed by the Midland Center for Career Development, a non-profit organization that operates the USWA/LTV assistance center at the LTV Midland site. The program is governed by an oversight committee composed of an equal number of LTV and USWA representatives and is operated out of the local union hall. The program also has a community advisory board to assist with accessing resources and services for workers.

The center offers a comprehensive range of services including extensive outreach and recruitment, job search instruction, testing and assessment, basic education, GED certification, OJT, classroom training, individual career and educational counseling, financial counseling and referral to social services.

To date, the center has been supported by funds internal to the Midland Center for Career Development. A federal Title III grant proposal for \$1.3 million has been submitted to continue center operations at Aliquippa.

**Program Results:** 439 completed job search instruction  
113 job placements  
74 currently in school

**USWA District 20****Anthony Rinaldi, Director**

**Local Union:** 1360

**Company:** ARMCO Tubular

**Center Name and Location:** ARMCO/USWA Career Center  
1329 Merchant St.  
Ambridge, PA 15003  
412-266-1460

**Target Population:** 2400 workers laid off  
345 participants, program goal  
A grant application has been approved  
to serve an additional 500 clients

**Dates of Operation:** June, 1986, projected through June,  
1987

**PIC/SDA or Other Agencies  
Involved:** None

**Status:** Active

**Funding/Resources/In-Kind Contributions:**  
Company \$ 97,000 ARMCO currently is paying for the entire program  
Public 746,000 State Title III

**Project Contact:** Stan Ledzinski, (412) 643-1350

**USWA Liaisons** Tim Johnson, (412) 869-3733

**Program Description:**

The ARMCO center is administered and staffed by the Midland Center for Career Development, a non-profit organization that operates the USWA/LTV assistance center at the LTV Midland site. The program is governed by an oversight committee composed of an equal number of ARMCO and USWA representatives and is operated out of the local union hall.

The center offers a comprehensive range of services including extensive outreach and recruitment, job search instruction, testing and assessment, basic education, GED certification, OJT, classroom training, individual career and educational counseling, financial counseling and referral to social services.

To date, the center has been supported entirely by ARMCO.

**Program Results:** None available; the program began in May 1986.

## **USWA District 23**

**James Bowen, Director**

**Local Union:**

**Companies:**

Kaiser Aluminum  
Wheeling-Pittsburgh Steel  
Weirton Steel

**Center Name and Location:**

Statewide program operated through  
the West Virginia Department of  
Employment and Training.  
5790-A MacCorkle Ave. S.E.  
Charleston, W.Va. 25304

**Target Population:**

550 to be recalled or upgraded

**Dates of Program Operation:**

September 1985—August 1987

**PIC/SDA or Other Agencies  
Involved:**

West Virginia Department of Employ-  
ment and Training

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

|           |             |                               |
|-----------|-------------|-------------------------------|
| Companies | \$2,000,000 | Retraining and staff expenses |
| Public    | \$ 800,000  | W.Va. Formula Title III       |
| Public    | \$ 400,000  | Federal Steel Title III       |

**Project Contact:**

Paul Skaff, (304) 348-5920

**Comments:**

As a result of local agreements between the companies and local unions, workers are being trained and upgraded and others are being recalled to fill in the slots being vacated by those being upgraded. The project itself is a joint effort between the companies, the local unions, and the state.

**Program Results:**

256 workers upgraded to date  
150 recalled

**USWA District 23**

**James Bowen, Director**

|                                                 |                                                                                                                |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | 12625                                                                                                          |
| <b>Company:</b>                                 | FMC                                                                                                            |
| <b>Center Name and Location:</b>                | West Virginia Department of Employment Security Job Service Office<br>211 Broad St.<br>Charleston, W.Va. 25301 |
| <b>Target Population:</b>                       | 200 planned enrollment                                                                                         |
| <b>Dates of Program Operation:</b>              | June 1986—June 1987                                                                                            |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Kanawha County PIC, W.Va.                                                                                      |
| <b>Status:</b>                                  | Active                                                                                                         |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                |
| Public                                          | \$550,000 Federal Discretionary Title II                                                                       |
| <b>Project Director:</b>                        | Ann Offutt, (304) 348-0342                                                                                     |

**Comments:**

This program is operated for FMC workers only by the Kanawha County PIC. The program offers a comprehensive range of services including outreach and recruitment, job search instruction, job placement assistance, testing and assessment, career and educational counseling, occupational retraining, OJT and referral to social services. Workers enroll at the Job Service office and are referred to the PIC or one of the two subcontractors on this program. One subcontractor is responsible for job search related services; the other for OJT.

## **USWA District 23**

**James Bowen, Director**

**Local Unions:**

Jurisdictions covered include Hopkinsville, Owensboro, Louisville, Covington, Ashland, Lexington, Corbin, and Paducah.

**Companies:**

Kent Electric, Kentucky Metal, National Standard, Green River Steel and others

**Center Name and Locations:**

Statewide Dislocated Steelworker Program, Kentucky Department of Employment Security

**Target Population:**

1075 target population

**Dates of Program Operation:**

October 1, 1985—October 1, 1986. Will ask for an extension to two years.

**PIC/SDA or Other Agencies Involved:**

Kentucky Dept. of Employment Security

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

Public                      \$1,200,000 Federal Steel Title III

**Comments:**

This program, targeted at dislocated steelworkers, operates through the Kentucky Department of Employment Security. A staff specialist at each of seven Job Service offices interviews laid-off steelworkers and refers them as appropriate to area agencies and schools for assistance. The Title III grant provides retraining and other support for services to these workers.

**Project Contact:**

Alan MacDonald, (502) 896-2881

**Program Results:**

596 Enrolled  
19 Classroom Training  
8 Basic Education  
40 OJT  
80 Placed in Jobs to Date

## USWA Districts 27, 28

Joseph M. Coyle, Director, Dist. 27  
Frank J. Valenta, Director, Dist. 28

|                                  |                                                                                   |
|----------------------------------|-----------------------------------------------------------------------------------|
| <b>Local Union:</b>              | Areawide program                                                                  |
| <b>Company:</b>                  | Not Applicable: statewide program                                                 |
| <b>Center Name and Location:</b> | "Steelworkers' Re-employment Challenge"<br><br>15 Short St.<br>Campbell, OH 44405 |

Statewide Steel Initiative program in Ohio to be operated under the supervision of the Human Resources Development Institute (HRDI) of the AFL-CIO in cooperation with the USWA. Contract is with the Ohio Bureau of Employment Services. Project sites are in: 1) the Canton-Massillon area, 2) the Youngstown area (Trumbull County/Columbiana County/Mahoning County) and 3) the Cleveland-Lorain area. The principal program administrative office is located in Campbell, Ohio, near Youngstown, OH.

|                           |                                                                                                                                                                                        |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Target Population:</b> | An estimated 32,000 steelworkers in State of Ohio affected by plant closings and major layoffs (layoffs of more than 2000)<br>900 workers are targeted to be served under this program |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                            |                                                                                                                                                                                                                                           |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Dates of Operation:</b> | Oct. 1, 1985—Sept. 30, 1986 originally planned<br>Actual operations began April 1986 at the Cleveland-Lorain site<br>Start up for the Youngstown and Canton sites was June 10, 1986<br>Operations at each site are projected for one year |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

|                                            |                                                                                                                       |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <b>PIC/SDA or Other Agencies Involved:</b> | United Labor Agency, Inc.<br>Job Training Partnership in Canton, OH<br>Youngstown Employment and Training Corporation |
|--------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|

|                |        |
|----------------|--------|
| <b>Status:</b> | Active |
|----------------|--------|

### **Funding/Resources/In-Kind Contributions:**

|           |                                                                                                                                |
|-----------|--------------------------------------------------------------------------------------------------------------------------------|
| Company   | LTV Corporation has donated facilities for the program coordination office in Campbell, OH. Other companies donated equipment. |
| Public    | Ohio Formula Title III                                                                                                         |
| \$375,000 | Federal Steel Title III                                                                                                        |
| \$700,000 |                                                                                                                                |

(continued on next page)

**Project Contact:**

Bert Cene Jr., (216) 755-2185

**USWA Liaisons:**

Campbell: Jack Tedrow  
Richard Maiorama  
Richard King (also Warren)  
Canton: Fred Hartzell

**Program Description:**

The program is operated by HRDI on contract with the Ohio Bureau of Employment Services. The program is currently operating out of three sites all of which have opened recently as indicated above. HRDI is responsible for outreach, recruitment, peer counseling, job search workshops, job clubs and referrals as appropriate. Major subcontracts include: 1) the Job Training Partnership in Canton, OH is responsible for client certification, support services, OJT, CRT and some testing and assessment at the Canton site; 2) there is a non-financial agreement with the Youngstown Employment and Training Corporation to provide 100 OJT slots at \$6.00/hour; 3) the United Labor Agency in Cleveland has a subcontract to provide comprehensive services to workers in the Cleveland area.

**Program Results:**

Programs just began operation.

## **USWA District 27**

**Joseph M. Coyle, Director**

**Local Unions:**

All affected Steelworkers in Youngstown area

**Companies:**

Area wide program. Many companies

**Center Name and Location:**

Youngstown Employment and Training Corporation (YETC) Dislocated Worker Program  
9 West Front St.  
Youngstown, OH 44503

**Target Population:**

23,600 steel-related dislocated workers in Youngstown area  
240 planned enrollment

**Dates of Program Operation:**

Nov. 1, 1985 to June 30, 1987

**PIC/SDA or Other Agencies Involved:**

Youngstown PIC, Ohio SDA #29

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

|        |           |                                           |
|--------|-----------|-------------------------------------------|
| Public | \$600,000 | Ohio Title III                            |
|        | 770,000   | Federal Discretionary Title III (for OJT) |
|        | 196,000   | Ohio Title III                            |

**Comments:**

This program, operated by the Youngstown Employment and Training Corporation, serves all dislocated workers in the area. The program offers a comprehensive range of services including outreach and recruitment, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining, OJT, personal counseling and referral to social services. HRDI is providing outreach and recruitment services in conjunction with the USWA for this program.

**Project Director:**

Ron Harvischak, (216) 747-5639 ext. 25

**USWA Liaison:**

John Cruz

**Program Results:**

144 enrolled  
47 completed  
27 placed in jobs

## USWA District 27

Joseph M. Coyle, Director

**Local Union:** 1512

**Company:** Ohio Ferro Alloys

**Center Name & Location:** Central Ohio Rural Consortium  
(CORC)  
33 West Main St.  
Newark, OH 43055

**Target Population:** 268 workers on permanent layoff from  
Ohio Ferro-Alloys  
175 planned enrollment

**Dates of Program Operation:** July 1, 1984—Sept. 30, 1985

**PIC/SDA or Other Agencies  
Involved:** Central Ohio Rural Consortium

**Status:** Completed

**Funding/Resources/In-Kind Contributions:**

|         |                                        |
|---------|----------------------------------------|
| Company | Company donated equipment for training |
| Public  | \$208,000 Ohio Title III Formula       |
| Public  | \$ 30,700 Training match               |
| UI      | \$ 46,222                              |

**Project Director:** Gregory D. Wince, (614) 345-9707

**USWA Liaison:** Cliff Paynter

**Comments:**  
The Ohio Rural Consortium (CORC) operated this program. The program offered a comprehensive range of services to laid-off Ohio Ferro Alloys workers including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, occupational retraining, OJT, personal counseling and referral to social services.

**Program Results:** 86 job placements, 1 new business  
175 workers served  
\$7.00 average wage at placement

## **USWA District 28**

**Frank J. Valenta, Director**

|                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 1104, 1298, 2287, 23544 and 2662                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Company:</b>                                 | U.S. Steel Corporation                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Center Name and Location:</b>                | USS/USWA Lorain-Cuyahoga Job<br>Search Assistance Center (with loca-<br>tions in Lorain and Cleveland)<br>4300 East 49th St.<br>Cleveland, OH 44125                                                                                                                                                                                                                                                                                                                                                 |
| <b>Target Population:</b>                       | The original proposal identified 1105<br>workers eligible for assistance                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Dates of Operation:</b>                      | June 1984—June 1985                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>  | United Labor Agency, Cleveland                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <b>Status:</b>                                  | Completed                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Company                                         | \$292,000 U.S. Steel                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Public                                          | \$300,000 Ohio Title III Formula                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Project Contact:</b>                         | Mary Ann Broderick, (412) 433-7129                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Program Description:</b>                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                                                 | The program was operated by U.S. Steel with oversight by a company/union steering committee. It operated at two sites, one in Cleveland, the other in Lorain. The program offered a full range of services including orientation, job search workshops, job development and placement, individual counseling, retraining, OJT, aptitude and interest tests and social services referrals as appropriate. The United Labor Agency subcontracted with U.S. Steel for retraining and related services. |
| <b>Program Results:</b>                         | 558 workers served<br>295 job placements                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

## **USWA District 29**

**Harry E. Lester, Director**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 1299                                                                                                                                                                                                                                                |
| <b>Company:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Great Lakes Steel                                                                                                                                                                                                                                   |
| <b>Center Name and Location:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | The Downriver Community<br>Conference<br>15100 Northline<br>Southgate, Michigan 48195                                                                                                                                                               |
| <b>Target Population:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Originally targeted to steelworkers laid<br>off from Great Lakes Steel and<br>McLouth Steel, then expanded to<br>include all steelworkers in the region.<br>Estimated 2500 hourly and 300 sala-<br>ried eligible. The program served 618<br>persons |
| <b>Dates of Operation:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Started March 1983, expanded in<br>March 1984, completed June 30, 1985                                                                                                                                                                              |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Downriver Community Conference                                                                                                                                                                                                                      |
| <b>Status:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Active                                                                                                                                                                                                                                              |
| <b>Funding/Resources/In-Kind Contributions:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                     |
| Public                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | \$1,150,000 Federal Title III                                                                                                                                                                                                                       |
| A small portion of another \$500,000 Title III also served these workers.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                     |
| <b>Project Contact:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Nancy Nagle, (313) 281-0700                                                                                                                                                                                                                         |
| <b>Program Description:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                     |
| This regional program was operated specifically for steelworkers by the Down-<br>river Community Conference. The program offered a wide range of services<br>including outreach and recruitment, orientation, job search instruction, job clubs,<br>employment and educational counseling, classroom retraining, OJT, customized<br>job training, job development and placement, testing and assessment, referral to<br>social services, personal financial counseling, and more. The USWA assisted in<br>worker outreach and is represented on the local PIC which coordinated with the<br>Downriver Community Conference on this program. |                                                                                                                                                                                                                                                     |
| <b>Program Results:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 618 workers served<br>405 placed in jobs at an average wage<br>of \$7.59/hour                                                                                                                                                                       |

**USWA District 29****Harry E. Lester, Director**

|                                                 |                                                                                                   |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | 15496                                                                                             |
| <b>Company:</b>                                 | Manistee Forge Co.                                                                                |
| <b>Center Name and Location:</b>                | Steelworker Reemployment Program<br>(for Iron Ore Workers)<br>401 River St.<br>Manistee, MI 49660 |
| <b>Target Population:</b>                       | 180 Manistee workers                                                                              |
| <b>Dates of Program Operation:</b>              | January 1986—January 1987                                                                         |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>  | Northwest Michigan Consortium                                                                     |
| <b>Status:</b>                                  | Active                                                                                            |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                   |
| Public                                          | \$139,490 State Title III                                                                         |
| <b>USWA Contact and Program<br/>Director:</b>   | Cliff Adamski, (616) 723-6547                                                                     |

**Program Description:**

This is one of three programs in Michigan that is operated through the Michigan State AFL-CIO LEAD program: LEAD serves as the Title III grant recipient for the program. The program is directed by a former steelworker, Cliff Adamski. It offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining, OJT, personal counseling and referral to social services.

|                         |             |
|-------------------------|-------------|
| <b>Program Results:</b> | 41 Enrolled |
|                         | 5 Placed    |
|                         | 2 OJT       |

**USWA District 29****Harry E. Lester, Director**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 2659 & 1299                                                                                                        |
| <b>Company:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | McLouth Steel<br>Great Lakes Steel                                                                                 |
| <b>Center Name and Location:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Steelworker Reemployment Program<br>(for iron ore workers)<br>17820 Telegraph Rd.<br>Brownstown Township, MI 48174 |
| <b>Target Population:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 5000 laid off<br>223 target enrollment                                                                             |
| <b>Dates of Program Operation:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | January 1986—January 1987                                                                                          |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                                                                                                    |
| <b>Status:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Active                                                                                                             |
| <b>Funding/Resources/In-Kind Contributions:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                    |
| Public:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | \$384,310                                                                                                          |
| State Title III                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                    |
| <b>Program Contact:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Jack Richmond, (313) 941-5555                                                                                      |
| <b>USWA Liaisons:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Lonnie Mullins, Booker Moon                                                                                        |
| <b>Program Description:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                                                                                    |
| This is one of three programs in Michigan that is operated through the Michigan State AFL-CIO LEAD program: LEAD serves as the Title III grant recipient for the program. The program is directed by a former steelworker. It offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining, OJT, personal counseling and referral to social services. |                                                                                                                    |
| <b>Program Results:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 25 in training<br>15 placed<br>10 OJT<br>115 enrolled to date                                                      |

**USWA District 29**

**Harry E. Lester, Director**

**Local Unions:** Area-wide program for non-basic steel, metro Detroit

**Company:** All affected non-basic steel companies in the area

**Center Name and Location:** The program is operated out of the Wayne Co. PIC Project Offices  
33057 Schoolcraft Road  
Livonia, MI 48150

**Target Population:** 200, targeted to be placed: 100

**Dates of Program Operation:** 1 year, beginning July, 1986

**PIC/SDA or Other Agencies Involved:** Wayne Co. PIC

**Status:** Active

**Funding/Resources/In-Kind Contributions:**  
\$200,000 Title III Federal Discretionary

**USWA Liaison and contact:** Thelbert Varner, (313) 261-3420

**Comments:**

This project serves Steelworkers only, but is a part of a larger grant to serve other displaced workers. The center provides the typical range of services. A particular emphasis is on intensive job development with employers in the area.

**Project Results:** Project just began

## **USWA District 30**

**Edward O. Zeuch, Director**

**Local Unions:**

1054 & 3601

**Company:**

Continental Steel Corporation

**Center Name and Location:**

Continental Steel Dislocated Worker Assistance Program  
North Central Indiana Private Industry Council/Employment and Training Consortium, Inc.  
402 N. Broadway  
Peru, Indiana 46970  
(317) 473-5571

**Target Population:**

1138 laid off, 900 were USWA members  
550 planned enrollment

**Dates of Program Operation:**

June 1986—December 1987

**PIC/SDA or Other Agencies Involved:**

North Central Indiana Private Industry Council and other SDAs/PICs as appropriate

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

|        |           |                                 |
|--------|-----------|---------------------------------|
| Public | \$ 50,000 | SDA-allocated Title III         |
|        | 100,000   | Indiana Formula Title III       |
|        | 1,000,000 | Federal Discretionary Title III |

**Project Contact:**

Pam Anderson, (317) 473-5571

**Comments:**

The State of Indiana received approval of the \$1,000,000 Federal Title III grant in mid-June of 1986. The North Central Indiana Private Industry Council/Employment and Training Consortium will provide a comprehensive range of services to laid off Continental Steel employees including outreach and recruitment, orientation, job search instruction, job placement assistance, job clubs, testing and assessment, career and educational counseling, job development, basic education, GED certification, occupational retraining, OJT, personal and financial counseling, and referral to social services.

**Program Results:**

The program is just beginning operations.

## **USWA District 31**

**Jack Parton, Director**

|                                                 |                                                                                                                                                 |
|-------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | 1010                                                                                                                                            |
| <b>Company:</b>                                 | Inland Steel                                                                                                                                    |
| <b>Center Name and Location:</b>                | USWA/Inland/USS Job Search Center<br>1414 Fields Street—Building C<br>Hammond, Indiana 46320                                                    |
| <b>Target Population:</b>                       | 2700 originally eligible for assistance<br>Later expanded to 5000                                                                               |
| <b>Dates of Program Operation:</b>              | April 1, 1985 through March 31, 1986<br>for the first grant. September 15, 1985<br>projected through September 16, 1986<br>for the second grant |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>  | Lake County PIC                                                                                                                                 |
| <b>Status:</b>                                  | Active                                                                                                                                          |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                 |
| Public                                          | \$1,100,000 Indiana Title III                                                                                                                   |
| Public                                          | \$ 583,850 Federal Steel Title III                                                                                                              |
| <b>Project Director:</b>                        | Nick Compton, (219) 853-7775                                                                                                                    |
| <b>USWA Liaison:</b>                            | J. C. Porter                                                                                                                                    |

### **Program Description:**

The USWA/Inland center is governed by a company/union oversight committee and operated by an outplacement firm. The center offers a comprehensive range of services including outreach and recruitment, job search instruction, assessment, basic education, training, individual career and educational counseling and referral to social services. It also offers an entrepreneurial program for those qualified.

|                         |                                                                                                                                          |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Program Results:</b> | On the first grant: 813 served<br>502 job place-<br>ments (including<br>161 recalls)<br>195 workers par-<br>ticipated in re-<br>training |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------|

**USWA District 31****Jack Parton, Director**

|                                                 |                                                                                                |
|-------------------------------------------------|------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 1014, 2695, 1003                                                                               |
| <b>Company:</b>                                 | U.S. Steel Corporation                                                                         |
| <b>Center Name and Location:</b>                | USS/USWA Gary Works Job Search<br>Assistance Center<br>88 N. Bridge St.<br>Gary, Indiana 46404 |
| <b>Target Population:</b>                       | Estimated 16,000 eligible<br>2580 originally planned<br>1240 served to date                    |
| <b>Dates of Operation:</b>                      | June 1984 projected through September 1986.                                                    |
| <b>PIC/SDA or Other Agencies Involved:</b>      | USWA/Inland Center in Hammond, Indiana                                                         |
| <b>Status:</b>                                  | Active                                                                                         |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                |
| Company                                         | \$ 495,570 U.S. Steel                                                                          |
| Public                                          | \$1,200,000 Indiana Formula Title III                                                          |
|                                                 | \$ 112,150 Federal Title III                                                                   |
| <b>Project Contact:</b>                         | John Theuerkauf, (312) 944-5867                                                                |
| <b>USWA Liaison:</b>                            | Alex Wheeler, Counselor                                                                        |

**Program Description:**

The center is operated by U.S. Steel with oversight by a company/union steering committee. It is located at the former American Bridge headquarters building. The center offers a full range of services including orientation, job search workshops, job development and placement, individual counseling, retraining, OJT, aptitude and interest tests and social services referrals as appropriate.

After September 1985 Title III funding of this program has been through a combined Federal Steel Title III grant with the USWA/Inland Center in Hammond, Indiana. The U.S. Steel center still operates, however, at its original site. A USWA counselor is on the center staff.

|                         |                                                                   |
|-------------------------|-------------------------------------------------------------------|
| <b>Program Results:</b> | Results through December 1985: 1240 enrolled, 575 placed in jobs. |
|-------------------------|-------------------------------------------------------------------|

**USWA District 31**

**Jack Parton, Director**

**Local Union:** 65

**Company:** U.S. Steel Corporation

**Center Name and Location:** USS/USWA Southworks Job Search  
Assistance Center  
3426 East 89th St.  
Chicago, Illinois 60617

**Target Population:** 1180 originally targeted. 567 served  
through 2/85.  
Since March 1986, 400 scheduled for  
orientations, 213 in job search  
workshops

**Dates of Operation:** July 1984—February 1985.  
Center reopened at end of March 1986  
and is projected to operate until the  
end of August 1986

**PIC/SDA or Other Agencies  
Involved:** Chicago Mayor's Office of Employ-  
ment and Training  
Prairie State Community College  
President's Office of Education and  
Training (POET)

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

First Program (July 1984-February 1985):

Company: \$222,000 In-kind and cash contribution

Public: 160,000 Federal Title III

Second program (March 1986-August 1986):

Company: \$305,000 In-kind and cash contribution

Public: 500,000 Federal Title III

**Project Contact:** Mary Ann Broderick, (412) 433-7129

**USWA Liaisons:** Lupe Valadez, Harry Valadez

*(continued on next page)*

**Comments:**

The first program (July 1984-February 1985) was operated by U.S. Steel and the Chicago Mayor's Office of Employment and Training (MOET), with MOET taking full responsibility for the retraining elements of the program. The second program is operated by U.S. Steel. Coordination agreements for retraining and other services at the second center have been established with MOET, the Prairie State Community College, the President's Office of Education and Training and other agencies. A company/union program advisory committee (with possible community representation) is currently being established to oversee the program.

The second program is operated at the same facility as the first—on the U.S. Steel Southworks premises. Both the first program and the second offer a full range of services including orientation, job search workshops, job development and placement, individual counseling, retraining, OJT, aptitude and interest tests and social services referrals as appropriate. A USWA job developer is on the center staff.

**Program Results:**

First program: 567 served; 220 placed in jobs.

Second program: 213 enrolled in job search workshops, 12 placed in jobs to date

**USWA District 31****Jack Parton, Director**

**Local Union:** 6787

**Company:** Bethlehem Steel Corporation

**Center Name and Location:** Bethlehem/USWA Dislocated Worker Assistance Program (Kankakee Valley)  
Contact: Kankakee Valley Job Training Program  
717 Michigan Ave.  
P.O. Box 244  
LaPorte, Indiana 46350  
The program operates out of satellite offices in Portage and Michigan City, Indiana.

**Target Population:** 200 affected workers  
150 planned enrollment

**Dates of Operation:** December, 1985 projected through October 31, 1986

**PIC/SDA or Other Agencies Involved:** Kankakee Valley Job Training Program (and Private Industry Council)

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|           |          |                                          |
|-----------|----------|------------------------------------------|
| Company   | \$28,000 | Bethlehem Steel Cash Contribution        |
| Co./Union | 7,000    | Company and union in-kind contribution   |
| Public    | 54,000   | Federal Title III grant                  |
|           | 72,000   | PIC Title III funds (includes OJT match) |

**Project Contact:** Linda Wolochansky (219) 362-1511

**USWA Liaison:** Morris Allen

**Comments:**

The program is operated by the Kankakee Valley Private Industry Council with oversight from a committee composed of a company representative, and a representative of the USWA International. The program operates out of two locations—one in Portage, Indiana, the other in Michigan City, Indiana—at satellite offices of the Kankakee Valley PIC.

The program offers a full range of services including orientation, job search workshops, job development and placement assistance, individual counseling, retraining, OJT, assessment services, and assistance and social services referral as appropriate.

**Program Results:** 26 persons enrolled to date.

**USWA District 31**

**Jack Parton, Director**

|                                                 |                                                                                                                                   |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | All affected Steelworkers in the area                                                                                             |
| <b>Company:</b>                                 | All affected companies in the area                                                                                                |
| <b>Center Name and Location:</b>                | Prairie State College Dislocated<br>Worker Program<br>202 South Halstead St.<br>Chicago Heights, Illinois 60411<br>(312) 756-3110 |
| <b>Target Population:</b>                       | 600 workers laid off<br>Steel, chemical and auto workers                                                                          |
| <b>Dates of Program Operation:</b>              | December 1984—June 1986                                                                                                           |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>  | Cook County                                                                                                                       |
| <b>Status:</b>                                  | Completed                                                                                                                         |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                   |
| Public                                          | \$500,000 Illinois Title III Formula                                                                                              |
| <b>Project Contact:</b>                         | Michael Townsend, (312) 756-7053                                                                                                  |
| <b>USWA Liaisons:</b>                           | Marguerita Roberts, Margaret Miller,<br>Ed Hojnacki                                                                               |
| <b>Comments:</b>                                | This was a regional dislocated worker program operated by the Prairie State<br>College, an area community college.                |
| <b>Program Results:</b>                         | 400 received orientation<br>140 received formal training<br>100 placed in jobs                                                    |

## **USWA District 32**

**Obert J. Vattendahl, Director**

|                                                 |                                                                                               |
|-------------------------------------------------|-----------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 63 & 3720                                                                                     |
| <b>Companies:</b>                               | Northwestern Steel & Wire Co.<br>Gate City Steel Co.                                          |
| <b>Center Name and Location:</b>                | Dislocated Steelworker Training<br>Center<br>RR #5<br>Dixon, Illinois 62021<br>(815) 288-5511 |
| <b>Target Population:</b>                       | 700 workers laid off since 1978<br>52 recalls recently                                        |
| <b>Dates of Program Operation:</b>              | Nov. 1, 1985—July 1986<br>Extension requested                                                 |
| <b>PIC/SDA or Other Agencies<br/>Involved:</b>  | SDA # 4<br>Sauk Valley College (grant recipient)                                              |
| <b>Status:</b>                                  | Active                                                                                        |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                               |
| Union                                           | \$ 2,000 USWA Local 63 Match                                                                  |
| Public                                          | \$177,000 Federal Steel Title III                                                             |
|                                                 | \$187,000 State & Local Match                                                                 |
|                                                 | \$ 2,500 City of Dixon Match                                                                  |

**Project Director:** Mike Hustad, Sauk Valley College

### **Comments:**

This is a regional dislocated steelworker program operated through the Sauk Valley Community College. The program offers a comprehensive range of services including intake, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, basic education, GED certification, occupational retraining, OJT and referral to social services.

**Program Results:** 75 enrolled to date  
55 received retraining  
52 were recalled

## **USWA Districts 31 & 32**

**Jack Parton, Director Dis. 31**  
**Obert J. Vattendahl, Director Dis. 32**

**Local Unions:**

63, 3720 and others

**Companies:**

Interlake, U.S. Steel, LTV, Northwest-  
ern Steel & Wire, Bliss & Langhand,  
Bernside Steel, Inland Steel and others

**Center Name and Location:**

Steelworker and Cook County  
Retraining Program  
South Office  
16501 S. Kedzie Parkway  
Markham, Ill. 60426

Local Union Hall 1053  
13560 S. Indiana Ave.  
Riverdale, Ill. 60627  
(312) 841-1645

**Target Population:**

700 Cook County  
200 in Lee and Whiteside Counties

**Dates of Program Operation:**

November 1985—September 1986  
(requesting an extension)

**PIC/SDA or Other Agencies  
Involved:**

Cook County President's Office of  
Employment and Training (POET)

Thornton Community College  
Illinois Valley Community College  
Sauk Community College and others

**Status:**

Active

**Project Director:**

Fred Buettner, (312) 210-4306

**USWA Liaisons:**

Marguerita Roberts, Margaret Miller,  
Ed Hojnacki

**Comments:**

This program offers a comprehensive range of services including outreach, orientation, assessment, job search workshops, retraining, OJT, and referral services. A Community Task Force comprised of community, business, PIC, community college and other representatives advises the center. Some steelworkers are referred to other Illinois regional dislocated worker programs. 2500 workers have been referred, for example, to the College of DuPage Dislocated Worker Center. Peer counselors provide outreach and orientation at local union hall; also involved in demographic research and job search training. A remedial education program is being done by another college.

**Funding/Resources/In-Kind Contributions:**

Public                      \$700,000    Federal Steel Title III

**Program Results:**

374 enrolled  
172 in retraining  
64 placed in jobs  
27 in OJT

## **USWA District 33**

**Eldon D. Kirsch, Director**

**Local Unions:**

Regional Program

**Company:**

Regional Program

**Center Name and Location:**

Michigan USWA/AFL-CIO LEAD  
Copper Miners' Reemployment  
Program  
Displaced Miners Assistance Program  
P.O. Box 489  
Marquette, Mich. 49855  
(Program operated out of the Mar-  
quette Vocational Skills Center)

**Target Population:**

600 iron, copper and quarry workers

**Dates of Program Operation:**

June 1985 through June 1986  
A program extension has been  
requested

**PIC/SDA or Other Agencies  
Involved:**

Regional Program

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

|        |             |                                 |
|--------|-------------|---------------------------------|
| Public | \$1,000,000 | Federal Discretionary Title III |
|        | 500,000     | Michigan Title III              |

The Michigan \$500,000 is for OJT to support a Copper Mining ESOP. The OJT is required because job and skill classifications are being combined in the ESOP operation.

**Project Contact:**

Ron Hayes, Director, (906) 228-9334

**USWA Liaisons:**

Robert Pintar, Robert Holland

**Comments:**

This is a regional program that covers the Michigan Upper Peninsula and 8 counties in lower northeast Michigan. The center includes a main office and two satellite locations. The center is operated through the State of Michigan AFL-CIO LEAD program. The center director, Ron Hayes, is a former USWA miner. The program offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, GED certification, occupational retraining, OJT, personal and financial counseling, and referral to social services.

**Program Results:**

Enrolled: 650  
Placed: 350  
Completed or in training: 85  
OJT: 115

**USWA District 33**

**Eldon D. Kirsch, Director**

**Local Unions:** 1437, 1938, 2660, 2705, 4108, 4757, 5296,  
6115, 6860

**Companies:** Butler Taconite Co.  
National Pellet Co.

**Center Name and Location:** Nashwauk Reemployment Center  
P.O. Box 1028  
Virginia, Minn. 55797

**Target Population:** 764 planned enrollment

**Dates of Operation:** August 1985—September 1987

**PIC/SDA or Other Agencies Involved:** North East Minnesota Office of  
Employment and Training

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

Public \$175,000 State Title III  
\$540,000 Federal Steel Title III

**Project Director:** Rae Garmacher, (218) 749-1274

**Comments:**

This is a regional dislocated worker program intended primarily for steelworkers but the program will serve other workers desiring assistance. A Community Task Force has been established to assist the program. The program offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining, OJT and referral to social services.

**Program Results:** 835 enrolled  
271 placed  
125 in classroom training  
125 in OJT

## **USWA District 35**

**Joe Klker, Director**

**Local Unions:**

8882, 7486

**Company:**

Perfection Hy-Test Company

**Center Name and Location:**

USWA/South Carolina AFL-CIO/Hy-Test Company Worker Assistance Project

**Target Population:**

250 workers affected by plant closing

**Dates of Program Operation:**

November 1985—June 1986

**No other information available**

## **USWA District 36**

**Thermon Phillips, Director**

**Companies:**

U.S. Steel  
Bristol Steel, Fairfield, Alabama

**Status:**

Cancelled

**Comments:**

Proposal was cancelled as of May 1986 because the majority of workers were recalled. Workers not recalled will receive help from other area programs.

87

77

## **USWA District 37**

**Jack R. Golden, Director**

|                                                 |                                                                                                                            |
|-------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                             | 2708                                                                                                                       |
| <b>Company:</b>                                 | ARMCO                                                                                                                      |
| <b>Center Name and Location:</b>                | USWA/ARMCO Houston Worker Assistance Center                                                                                |
| <b>Target Population:</b>                       | 3100 workers affected by plant closing, 1100 active on date the closing was announced<br>852 workers served by the program |
| <b>Dates of Operation:</b>                      | Center started Nov. 1, 1983<br>Center ceased operations June 30, 1984                                                      |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Houston/Galveston Area Council PIC<br>Texas Employment Commission                                                          |
| <b>Status:</b>                                  | Completed                                                                                                                  |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                            |
| Company                                         | Figures not available                                                                                                      |
| Union                                           | \$120,000 USWA Local 2708 (in-kind staff support)                                                                          |
| Public                                          | \$300,000 Federal Discr. Title III PSI for retraining                                                                      |
| <b>Project Contact:</b>                         | Fred Mabry, (713) 676-1141                                                                                                 |

### **Program Description:**

The center, which operated in 1983 and 1984, was operated by ARMCO with oversight from a company-union steering committee and technical assistance from the Human Resources Development Institute and the National Alliance of Business. The center was staffed by company and USWA personnel and offered a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job clubs, employment and educational counseling, classroom retraining, OJT, job development and placement, testing and assessment, referral to social services, personal financial counseling, and more. It was located in the Pipe Mill Office of the ARMCO premises in Houston.

The Texas Employment Commission played a significant role in project planning and delivery of services, especially in terms of job placement assistance. The United Way and AFL-CIO Community Services Organization provided personal counseling, social services and referrals to area agencies as appropriate.

|                         |                                                                                                                                                |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Program Results:</b> | 852 workers served.<br>729 classified as "active participants."<br>366 were placed in jobs.<br>287 were placed in jobs at \$8.00/hour or more. |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|

**USWA District 37****Jack R. Golden, Director**

|                                                                                                                                                                                                                                                                                                                                     |                                                                              |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| <b>Local Unions:</b>                                                                                                                                                                                                                                                                                                                | 7756 & 2708                                                                  |
| <b>Companies:</b>                                                                                                                                                                                                                                                                                                                   | Includes U.S. Steel Baytown Plant and ARMCO                                  |
| <b>Center Name and Location:</b>                                                                                                                                                                                                                                                                                                    | Displaced Worker Center<br>Union Hall, Local 7756                            |
| <b>Target Population:</b>                                                                                                                                                                                                                                                                                                           | 140 participants                                                             |
| <b>Dates of Program Operation:</b>                                                                                                                                                                                                                                                                                                  | Moved to Local 7756 Hall on May 13, 1985. Program completed on Dec. 31, 1985 |
| <b>PIC/SDA or Other Agencies Involved:</b>                                                                                                                                                                                                                                                                                          | Lee College, Harris County, TX                                               |
| <b>Status:</b>                                                                                                                                                                                                                                                                                                                      | Completed                                                                    |
| <b>Funding/Resources/In-Kind Contributions:</b>                                                                                                                                                                                                                                                                                     |                                                                              |
| Public                                                                                                                                                                                                                                                                                                                              | \$360,000 Federal Discr. Title III                                           |
|                                                                                                                                                                                                                                                                                                                                     | 90,000 unspent and returned                                                  |
| <b>Project Contact:</b>                                                                                                                                                                                                                                                                                                             | Ronald Rea                                                                   |
| <b>USWA Counselors:</b>                                                                                                                                                                                                                                                                                                             | Early Clowers<br>O.P. Broussard                                              |
| <b>Comments:</b>                                                                                                                                                                                                                                                                                                                    |                                                                              |
| The displaced worker center offered a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining, OJT and referral to social services. |                                                                              |
| <b>Program Results:</b>                                                                                                                                                                                                                                                                                                             | 140 workers served<br>75 in formal training<br>30 placed in jobs             |

**USWA District 37**

**Jack R. Golden, Director**

|                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | Areawide program                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Company:</b>                                 | All affected companies                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Center Name and Location:</b>                | HRDI/USWA Texas Regional Steelworkers Assistance Program<br>9221 Wallisville Road<br>P.O. Box 96130<br>Houston, TX 77213                                                                                                                                                                                                                                                                                                                          |
| <b>Target Population:</b>                       | 432 to be served; total contract goal                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Dates of Operation:</b>                      | Grant originally scheduled for<br>11/1/85—6/30/86<br>Actual operations began March 1, 1986                                                                                                                                                                                                                                                                                                                                                        |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Houston-Galveston Area Council                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Status:</b>                                  | Active                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Public                                          | \$756,000 Federal Steel Title III<br>\$150,000 Texas Formula Title III                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Project Contact:</b>                         | Eldon Soileau, (713) 674-8744                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Program Description:</b>                     | The program is operated by HRDI on contract with the State of Texas. Job search workshops have been subcontracted to Dr. Rea and Associates; OJT has been subcontracted to Reliable Resources, Inc.; client JTPA certification is performed by the Houston-Galveston Area Council. HRDI directly provides outreach/recruitment (working with the USWA), assessment/testing, peer counseling, job development and placement and referral services. |
| <b>Program Results:</b>                         | 133 enrolled to date, 60 placed in jobs<br>at an average of \$8.00/hour                                                                                                                                                                                                                                                                                                                                                                           |

## **USWA District 37**

**Jack R. Golden, Director**

**Local Unions:**

**Regional Program**

**Company:**

**Alcoa, Reynolds and other firms**

**Center Name and Location:**

**Dislocated Worker Assistance Center (serving the Jones Mill-Arkadelphia-Benton Region of Arkansas). The main center will be in the USWA local union hall in Jones Mill, Arkansas; a satellite center will operate in Arkadelphia as needed**

**Target Population:**

**2270 hourly workers affected  
570 managerial workers affected  
600 participants projected  
participants**

**Dates of Operation:**

**Estimated September 1, 1986 projected to operate for one year**

**PIC/SDA or Other Agencies Involved:**

**Arkansas State AFL-CIO  
Arkansas Employment Security Division**

**Status:**

**State of Arkansas has received Title III steel funds, currently waiting for project funding**

**Funding/Resources/In-Kind Contributions:**

|               |                                                                                      |                         |
|---------------|--------------------------------------------------------------------------------------|-------------------------|
| <b>Public</b> | <b>\$265,724</b>                                                                     | <b>Federal Tit. III</b> |
| <b>Union</b>  | <b>No cost match from Arkansas State AFL-CIO for project oversight and direction</b> |                         |

**USWA Contact:**

**Fred Mabry, (713) 676-1141**

**Program Description:**

**This project will be operated by HRDI, with administrative oversight and direction from the Arkansas State AFL-CIO. HRDI will be responsible for day-to-day administration, outreach and intake, assessment and counseling, job search instruction, and referral to placement, training and other services. The Arkansas Employment Security Division (ESD) will assume responsibility for client certification, job placement assistance, OJT and supportive services. Clients interested in classroom training will be referred to state vocational institutions as appropriate.**

**Program Results:**

**None. Program not yet started.**

## **USWA District 38**

**Robert J. Petris, Director**

**Local Union:** 25

**Company:** ASARCO

**Center Name and Location:** Asarco Resource Center  
4716 N. Baltimore  
Tacoma, Washington 98407

**Target Population:** 525 targeted  
470 workers served to date

**Dates of Program Operation:** Sept. 1, 1984—June 1987

**PIC/SDA or Other Agencies Involved:** Washington Dept. of Employment Security

**Status:** Active

**Funding/Resources/In-Kind Contributions:**  
Public \$400,000 Federal Title III 1985  
600,000 Federal Title III 1984

**USWA Liaison and Project Director:** Dale Griswold, (206) 759-2377

### **Comments:**

The Asarco Resource Center is located in the local USWA union hall. The Title III grant recipient is the State of Washington Department of Employment Security. The program director is a former steelworker. The program offers a comprehensive range of services including outreach and recruitment, job search instruction, job placement assistance, testing and assessment, career and educational counseling, occupational retraining, OJT and referral to social services.

**Program Results:** 470 workers served to date  
154 placed in training or OJT  
238 in retraining

**USWA District 38****Robert J. Petris, Director****Local Unions:**

2102, 3267

**Companies:**CF & I Steel Company  
C & W Rail  
IMF, Inc.**Center Name and Location:**Dislocated Steelworker Program  
P.O. Box 2070  
Pueblo, Colorado 81004**Target Population:**

2300 est. displaced workers

**Dates of Program Operation:**Scheduled for 11-15-85 through  
5-31-87**PIC/SDA or Other Agencies  
Involved:**

Pueblo Area PIC

**Status:**

Active

**Funding/Resources/In-Kind Contributions:**

|         |                                      |
|---------|--------------------------------------|
| Company | CF & I Steel provided some equipment |
| Public  | \$400,000 Federal Steel Title III    |

Trade Adjustment Assistance funds also were secured for these workers

**Project Contact:**

Mike Guagliardo, (303) 561-0730

**Comments:**

The Dislocated Steelworker Program is located at a USWA local union hall. All three center staff are steelworkers: Mike Guagliardo, Ernest Hernandez and Donald Cortiz. The program offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining (through local community colleges), OJT and referral to social services. The Pueblo County PIC has been active in supporting the program and providing services.

**Program Results:**185 enrolled  
101 placed in jobs  
20 in training  
10 OJT

### **USWA District 38**

**Robert J. Petris, Director**

**Local Unions:** 392, 485, 4347, 4413, 4229, 5120, 692, 5486

**Companies:** Kennecott Minerals and support industry firms

**Center Name and Location:** Resource Center for Dislocated Workers  
Harmon Building  
3540 South 40th  
West Valley City, Utah 84120

**Target Population:** Amex: 500 pending layoff  
Kennecott: 5000  
Other: 1000

**Dates of Program Operation:** July 1985—July 1986, expecting an extension through July 1987

**PIC/SDA on Other Agencies Involved:**

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|        |           |                                                                                                                      |
|--------|-----------|----------------------------------------------------------------------------------------------------------------------|
| Public | \$600,000 | Federal Copper Title III                                                                                             |
|        | \$ 30,000 | State Community Economic Development Fund for a staff person dealing with mortgage and financial problems of workers |

Trade Adjustment Assistance support also has been secured for these workers.

**Project Director:** Allen Ayoub, (801) 533-4653

**Comments:**

One central location and five support centers have been established for this program. Two sites are at USWA local union halls. 75 union officers have been trained to provide basic counseling and referral work to the centers. The centers are staffed to provide counseling, assessment, and referral to a wide variety of services and support programs.

**Results:** 685 Enrolled  
243 Completed  
191 Entered employment  
147 OJT  
402 Classroom training

## **USWA District 38**

**Robert J. Petris, Director**

**Local Unions:** 3101, 6380, 8141, 330, 3103

**Companies:** Oregon Steel and others

**Center Name and Location:** Mt. Hood Community College Dislocated Workers Project  
Maywood Center Annex  
102nd & N.E. Prescott  
Portland, OR 97220

**Target Population:** 600 steelworkers

**Dates of Program Operation:** January, 1985 to June, 1987

**PIC/SDA or Other Agencies Involved:** Portland PIC  
Multnomah PIC  
Portland Community College  
Mt. Hood Community College

**Status:** Active

**Funding/Resources/In-Kind Contributions:**

|        |           |                      |
|--------|-----------|----------------------|
| Public | \$700,000 | State Title III 1985 |
|        | \$680,000 | State Title III 1986 |
|        | \$600,000 | State Title III 1987 |

**Project Director and USWA Contact:** Glen Shuck, (503) 252-0758

### **Program Description:**

This program is operated by the Oregon Job Service (Title III grant recipient) and is directed by a former steelworker. The program now serves all dislocated workers in the area but was initiated by the USWA and others as a result of the Oregon Steel closure. Services are coordinated out of two centers with referrals to area community colleges and PICs for retraining and OJT as appropriate. The program offers a comprehensive range of services including outreach and recruitment, orientation, job search instruction, job placement assistance, testing and assessment, career and educational counseling, job development, basic education, occupational retraining, OJT and referral to social services.

**Program Results:**

52 steelworkers served to date  
45 now working  
3 in OJT  
9 participated in voc. training

**USWA District 38****Robert J. Petris, Director**

**Local Unions:** 3736, 2701 & 5236

**Company:** U.S. Steel Corporation

**Center Name and Location:** USS/USWA Geneva Works Assistance Center  
Mail Station 24-A  
Box 510  
Provo, Utah 84603

**Target Population:** 440 workers served, foundry only

**Dates of Operation:** July 1984—January 1985

**PIC/SDA or Other Agencies Involved:** Mountainland SDA

**Status:** Completed

**Funding/Resources/In-Kind Contributions:**

|         |           |                       |
|---------|-----------|-----------------------|
| Company | \$ 66,700 | Cash plus in-kind     |
| Public  | 170,000   | Federal discretionary |

**Project Contact:** Mary Ann Broderick, (412) 433-7129

**Program Description:**

The center was operated by U.S. Steel and offered a full range of services including orientation, job search workshops, job development and placement, individual counseling, retraining, OJT, aptitude and interest tests and social services referrals as appropriate. In addition to company and Title III funding, 66 workers received training with support from Trade Adjustment Assistance.

**Program Results:**

The program served 440 workers. 159 found jobs. 27 were placed in OJT. 62 were placed in retraining; an additional 66 received training through Trade Adjustment Assistance.

**USWA District 38****Robert L. Petris, Director**

|                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Local Unions:</b>                            | 3736, 2701 & 5236                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Company:</b>                                 | U.S. Steel Corporation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Center Name and Location:</b>                | USWA Local 2701 Dislocated Worker Center<br>1847 So. Columbia Lane,<br>Orem, Utah 84058                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Target Population:</b>                       | Will serve any U.S. Steel workers previously laid off and expects to serve workers that will be laid off if U.S. Steel proceeds with plans to purchase foreign steel in lieu of production at this site                                                                                                                                                                                                                                                                                                             |
| <b>Dates of Operation:</b>                      | July 1986—July 1987                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <b>PIC/SDA or Other Agencies Involved:</b>      | Mountainland SDA                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Status:</b>                                  | Active                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Funding/Resources/In-Kind Contributions:</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| Public                                          | \$380,000 Federal Steel Title III                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Project Contact:</b>                         | Tim Rice, (801) 255-8533                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| <b>Comments:</b>                                | The USWA Local 2701 organized this program. The Executive Board of the local will administer the grant and the assistance center which will be located at the Local 2701 union hall. The program will offer a comprehensive range of services including outreach, orientation, job search counseling, OJT (through the PIC); occupational training, testing/assessment and career guidance (through area community colleges); personal counseling, referral to social services and other assistance as appropriate. |
| <b>Program Results:</b>                         | None at this time                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

## **USWA District 39**

**Robert R. Guadiana, Director**

|                                                                                                                                                                                                  |                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------|
| <b>Local Union:</b>                                                                                                                                                                              | 7307                                                                                        |
| <b>Companies:</b>                                                                                                                                                                                | Stauffer Chemical<br>Timex                                                                  |
| <b>Center Name and Location:</b>                                                                                                                                                                 | Moly Corp./USWA Worker Assistance Project<br>Nevada Employment Service<br>Henderson, Nevada |
| <b>Target Population:</b>                                                                                                                                                                        | 4                                                                                           |
| <b>Dates of Program Operation:</b>                                                                                                                                                               | May, 1984, to September, 1984                                                               |
| <b>PIC/SDA or Other Agencies Involved:</b>                                                                                                                                                       | Nevada Dept. of Employment                                                                  |
| <b>Status:</b>                                                                                                                                                                                   | Completed                                                                                   |
| <b>Funding/Resources/In-Kind Contributions:</b><br>No separate Title III grant was made for this program. OJT costs were paid for by the Nevada Department of Employment.                        |                                                                                             |
| <b>Comments:</b><br>Three laid off steelworkers received on-the-job training for new jobs at the Moly Corp. The Nevada Department of Employment paid for the public sector portion of OJT costs. |                                                                                             |
| <b>Program Results:</b>                                                                                                                                                                          | 3 OJT placements                                                                            |

**USWA District 39**

**Robert R. Guadiana, Director**

**Local Unions:**

All workers affected by separation from employment at Anamax mining operations and Phelps Dodge

**Company:**

Phelps Dodge

**Center Name and Location:**

Project will be operated out of existing centers operated by the Arizona Department of Economic Security, P.O. Box 6123, Phoenix, AZ 85005

**Target Population:**

700 workers displaced in 1983, to include 350 to be laid off in July, 1986  
Target population: 230

**Dates of Program Operation:**

1 year, to begin July 1986

**PIC/SDA on Other Agencies  
Involved:**

**Status:**

Proposal approved

**Funding/Resources/In-Kind Contributions:**  
\$600,000 Federal Discretionary

**USWA Contact:**

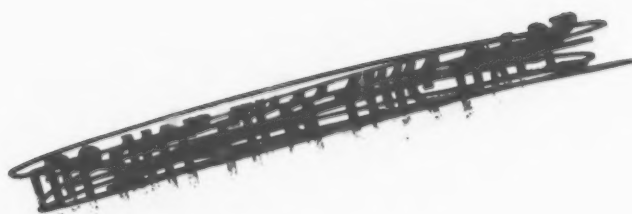
Benjamin Barela  
(602) 888-8440

**Comments:**

Since workers have been laid off for two or more years, and most of their benefits are exhausted, copper workers will receive assessment, career counseling, on-the-job or classroom training and job placement assistance. Services will be provided through two dislocated worker centers. A portion of the participants will receive commuting assistance, relocation assistance, or food and shelter assistance.

**Program Results:**

Project just approved.



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United Steelworkers of America  
Five Gateway Center  
Pittsburgh, PA 15222